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ABSTRACT

As of 1978 in San Antonio, Texas, equal employment opportunity remained an unfulfilled promise. The Texas Advisory Committee to the U.S. Commission on Civil Rights studied private sector employment in four industries (banking, hospitals, universities, broadcasting), public employment at four governmental levels (municipal, county, state, federal), and employment at five military bases and two public utilities, from 1968 to 1978. The prevailing employment pattern in all sectors placed white/Anglo males in high salaried, more prestigious, largely white collar positions and relegated women and minorities to lower paying, less skilled jobs. In the private sector in general, minorities, severely underrepresented in higher status jobs, were concentrated in craft, operative, laborer, and service-related jobs. Women were well represented at the white collar level but largely in clerical jobs. The public sector and the military bases employed more women and minorities in 1978 than in 1968 but again in lower paying jobs. The public utility workforce remained stable for the period studied, with few women or blacks at all but many Mexican Americans employed as laborers. Unemployment for women and minorities was disproportionately high based on their percentage of the population and consistently higher than for white/Anglo males. (Author/SB)

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Status of Civil Rights in Texas

VOL. II: AN EMPLOYMENT PROFILE OF SAN ANTONIO

1968-1978

A Case Study

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"In the problem of racial discrimination, statistics often tell much, and courts listen."

CHIEF JUDGE JOHN BROWN, U.S. COURT OF APPEALS FOR THE FIFTH CIRCUIT IN ALABAMA v. UNITED STATES, 304 F. 2D 583, 586 (5TH CIR. 1962)

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AN EMPLOYMENT PROFILE
SAN ANTONIO, TEXAS 1968-1978: A Case Study

A report of the Texas Advisory Committee
to the United States Commission on Civil Rights

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PREFACE

By almost any standard, work is a vitally important part of peoples lives. For almost all persons, it represents a considerable investment in time and effort. However, for minorities and women there is the added dimension of discrimination. In many instances it is covert. In some cases it is very obvious. It is a dimension that constantly affects their lives.

This report attempts to look at this factor over a specific point in time in a specific city. In essence it is a snapshot of what has happened. In this context, we have sought to answer two very important questions.

> What has happened to minorities and women in San Antonio from 1968 to 1978 in the area of employment?
>
> Were minorities and women in San Antonio better off in 1978 than they were in 1968 with respect to jobs and equal employment opportunity?

To seek answers to these questions we have looked at the overall demographic and work force structure of San Antonio, analyzed employment patterns in private industry, and extensively studied four major sectors. In addition, we examined employment patterns in four levels of government, and studied the composition of the work force at five military installations and in two public utility companies. Together, they form a comprehensive picture of how San Antonio has dealt with the issue of equal employment opportunity over the years.

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CHAPTER I - INTRODUCTION

On the morning of December 9, 1968, the U.S. Commission on Civil Rights convened a hearing on the campus of Our Lady of the Lake University in San Antonio, which focused in on the civil rights problems of Mexican Americans and other minorities in the Southwest. Dr. Hector Garcia, formerly a member of the U.S. Commission on Civil Rights and a major figure in the 1968 hearings - outlined the purpose of the hearing in his opening statement:

> The hearing is designed to identify some of the major barriers encountered by Mexican Americans as they attempt to gain a good education, to earn a livelihood and to achieve economic stability and to receive equal treatment and protection under the law in their communities, their State and their country.

He added,

> This inquiry, I am sure, will mark the beginning of a greater understanding of the needs and aspirations of the Mexican American people and of their firm resolve to fulfill them effectively. Mexican Americans, no less than any other group in the United States seek to fully realize their personal and group identity at the same time they strive to obtain full equality and treatment as first class citizens of the United States. 1

Thus, the groundwork was laid. During the six days of hearings that followed, over 80 witnesses from all walks of life testified and provided the Commission with information on such issues as educational opportunity for Mexican American students in public school systems, discrimination in employment, the problems of farm workers, the role of Mexican Americans in law enforcement agencies, their presence on juries, and the adequacy of federally-financed economic development and job training programs. Although the geographical focus was on Texas and the Southwest in general, most of the testimony centered in on the civil rights problems of Mexican Americans in San Antonio. A great deal of that testimony dealt with issues of equal employment opportunity, affirmative action and job discrimination in both private industry and in the public sector.[2]

Between 1968 and 1978, many changes had come about in the area of civil rights and equal employment opportunity. But what have been the ramifications of these changes on minorities and women in San Antonio? Were minorities and women in San Antonio better off in 1978 than they were in 1968 with respect to jobs and equal employment opportunities? Did the various laws passed by Congress, the Supreme Court decisions, and the Federal enforcement mechanisms have an impact on equal employment opportunity in San Antonio?

The results of this study show that while minorities and women did make progress in both private industry and in the public sector, that progress had been modest. Indeed, severe inequities and disparities still existed even after ten years. In many respects, conditions found in 1978 had changed little from conditions in 1968.

A number of important findings stand out.

> First, with respect to unemployment, the rates for Mexican Americans, blacks, and women were consistently higher than that found for White/Anglo males during the ten year span of this study.
>
> Second, minorities and women experienced more unemployment than would be expected on the basis of their percentage share of the total population. Conversely, the unemployment rate for White/Anglo males had been consistently below that of their percentage of the population.
>
> Third, a higher proportion of White/Anglos were employed as officials, administrators, managers, professionals, technicians, sales workers, office and clerical workers than minorities. Most minorities, on the other hand, were concentrated in craft, operative, laborer, and service-related jobs.

> Fourth, although there had been changes in the overall employment picture in private industry since 1968, White/Anglo males continued to dominate the higher paying, more prestigious white-collar jobs while minorities tended to be concentrated in the lower paying, lower status blue-collar and service-related jobs.
>
> Fifth, although the number and proportion of minorities and women had increased with respect to municipal, county, State and federal employment since 1968, they continued to be concentrated in the lower-paying, less-skilled job areas. Inequities still existed in the public sector.

The purpose of this report is to examine the overall employment status of minorities and women in both private industry and in the public sector in San Antonio and to assess the changes that have taken place in both of these sectors over a ten-year period: 1968 through 1978.

Within the public sector, four levels of government - city, county, State and Federal - are analyzed with respect to their employment patterns. A second component of this analysis examines the changes that have occurred between 1968 and 1978 in the composition of the work force employed in this sector. Using selected benchmark years, the work force within each governmental unit is carefully outlined and analyzed. This analysis is designed to give us some insight as to the degree of progress, or lack of progress, minorities and women have experienced in the public sector over the years.

With respect to the private sector, the primary objective is to examine the past and present composition of the work force in the San Antonio metropolitan area by race, ethnicity, gender and occupational distribution. In addition, the changes in that work force between 1968 and 1978 are examined. The intent of this analysis is to determine just how successful minorities and women were in moving into the higher paying white-collar jobs during this period of time.

In 1968, a Commission staff report[3] prepared for the San Antonio hearing showed that in many areas of employment, minorities were almost totally excluded or concentrated in low-paying, low-skilled jobs. In the context of this report, four industries in the San Antonio area are selected for intensive study. These industries are: banking, hospitals, colleges and universities, and the broadcasting industry, i.e., radio and television. As in the other sectors, these industries are looked at over a number of years to determine what changes have occurred in their employment.

Why select these industries? One reason is that they are major employers. Another is that they influence, directly and indirectly, a large segment of the population in San Antonio. They are also important in their own right. However, there are more specific reasons for choosing these industries. For example, the banking industry in San Antonio was a focal point in the 1968 Commission hearings. Testimony presented at the hearing indicated that minorities were severely underrepresented in this industry.[4] Thus, it was decided to take a closer look at the banking sector to determine what has happened since 1968 with respect to the employment of minorities and women.

Hospitals, on the other hand, are considered to be a major employer of minorities and women in San Antonio. It is also a rapidly growing industry. But to what extent are minorities and women benefiting from this expansion? Are they being excluded from certain kinds of jobs? Are they making gains? The answers to these and other questions are extremely important.

With respect to colleges and universities in San Antonio, they play a vital role in the community. They also have a unique role. Are they reaching out to that community - especially the minority community? Are the colleges and universities responding to the needs of minorities and women with respect to employment opportunities? These are some of the questions we will explore.

The broadcasting industry is an important community resource. Perhaps more than any other form of communication, radio and television serve as a means for interpreting the world around us. It is especially important to the minority community. However, some feel that this industry has not been responsive to the needs of that community. Others are concerned about the absence of minorities and women at various levels of employment in this industry. The purpose of this study is to analyze those patterns and to examine the composition of that work force over the last ten years.

Finally, a word about the structure of this report. The report is divided into seven chapters. The second chapter establishes the setting for the study. In that chapter, the geographical, historical, demographic and economic characteristics of the San Antonio metropolitan area are presented. Subsequent chapters examine the characteristics of the work force in the private sector, selected industries, and the public sector. The final two chapters will analyze the work forces employed at each of the military installations in the city and the two major utilities - the City Water Board and the City Public Service Board. The approach used in analyzing the employment patterns in these sectors and industries is to present statistical data supported by graphs and charts designed to show the relationships between the various population groups. To ease the burden of dealing with a large number of tables in this report, most of them have been placed in the appendices for easy reference.

One final note is in order at this point. The problems facing minorities and women in the labor market are complex and admit no simple solutions. Although this report looks at the changes in this labor market over a ten year period, it is essential to keep in mind that equal employment opportunity is more than a set of laws, or Supreme Court decisions. How people perceive equal employment opportunity is just as imporant as the laws are in enacting it. Over the years, the full ntegration of minorities and women into all phases of the abor market in San Antonio has been a continuous struggle nd in many cases, the gains have only been marginal. In a ery real sense, equal employment opportunity is still only promise, an unfulfilled dream.

NOTES TO CHAPTER I

1. U.S. Commission on Civil Rights, Hearings Before the United States Commission on Civil Rights, Hearings Held in San Antonio, Texas. December 9-14, 1968. Transcript of Proceedings, p. 9 (hereinafter cited as San Antonio Transcript).

2. Ibid.

3. Ibid. "Staff Report on Employment." Exhibit 31, pp. 1048-1059.

4. Ibid., pp. 571-583.

CHAPTER II - THE SETTING

A. Population: An Historical Overview

The city of San Antonio was founded in 1718 as a small colonial mission. In 1837 it was incorporated as a city under the Republic of Texas. From these beginnings, the city grew slowly until late in the 19th century when it experienced a boom resulting from a heavy in-migration of Anglo Americans from the East, and immigrants from Europe. This in-migration was a response to new economic opportunities created by the expansion of the railroad, cattle industry, and the establishment of military installations. By 1900, San Antonio's population was slightly over 53,000, making it the largest city in Texas.[1]

San Antonio continued to experience a high rate of growth as World War I brought about the expansion of the military establishment in the area. This, in turn, accelerated economic growth. However, by the twenties, the rate of growth declined. By 1930, San Antonio had fallen behind Houston and Dallas in population.[2]

With the onset of World War II, the economy in San Antonio began to grow once again. This brought about a rapid rate of increase in the population. The war also established the city as a leading military aviation center. During the post war period, the city continued to grow. By the late 1950's the city's population exceeded 500,000.[3]*

By 1970, San Antonio ranked 15th in population among all the cities in the United States and third in Texas. However, when compared with other metropolitan areas, the San Antonio SMSA in 1970 ranked only 38th in the nation.[4] During the decade of the seventies, the population in San Antonio continued to increase. In 1972, the city underwent a major annexation which increased its population to nearly 750,000. By 1978 the population passed the 800,000 mark.[5] According to the City Planning Department, Bexar County's population is increasing at a rate of about 15,000 persons annually.[6]

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*Table 2.1A in Appendix A shows the rate of population growth by race and ethnicity for San Antonio from 1900 to 1970.

B. Population: Composition of the Population

Population refers to the number of people living in a given geographic area. The study of population involves not only their numbers, but also their age, sex, and racial/ethnic characteristics which serve to differentiate one population from another. It also involves a study of changes in the number and types of people residing in a given geographic area over a period of time. The question of numbers and socio-economic status and the composition of the population is of critical importance in developing economic and social policies. It is also vital in determining the characteristics of the work force.

Table 2.2A* in Appendix A describes the overall population distribution by race and ethnicity for the City of San Antonio from 1968 to 1978. Figure 1 graphically describes that population distribution for selected years. In general, there has been a significant population increase since 1968. Over this same time frame, the Anglo population, as a proportion of the total population, decreased from 41.4 percent in 1968 to 38.2 percent in 1978. At the same time, the proportion of Mexican Americans, blacks, and other minorities increased significantly. As of 1978, minorities comprised nearly 62 percent of the total population in the city.

Table 2.3A shows a similar distribution for Bexar County. In 1968, the county had a total population of slightly over 800,000. The Anglo population comprised about 48 percent of the total. Minorities, on the other hand, constituted nearly

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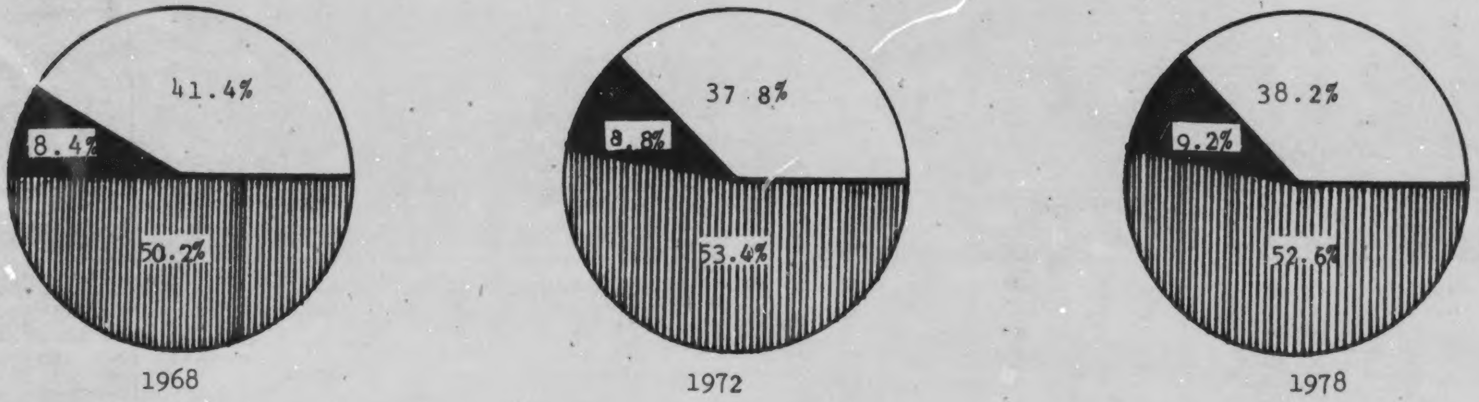
*All tables in this chapter and in subsequent chapters, unless otherwise noted, will be placed in the appropriate appendix. All tables will be identified as follows. The first digit indicates the chapter it pertains to. The second digit indicates its location within the overall sequence of tables in the chapter. The letter designates the appendix it is located in.



□ White/Anglo
▥ Mexican American
■ Black and Other Minorities

FIGURE 1

Population Distribution
By Race and Ethnicity
City of San Antonio
1968-1978

SOURCE: City of San Antonio, Planning and Community Development Department, A Report on Population: San Antonio and Bexar County 1975. Also, Racial/Ethnic Composition - 1978 Population - San Antonio and Bexar County. April, 1979.

52 percent of the county's population. By 1978, the population in the county had increased to nearly 936,000. However, the Anglo proportion declined to approximately 42 percent of the total population, whereas, the overall minority composition increased to 58 percent. Figure 2 shows the overall population distribution for each of the major racial/ethnic groups for selected years in Bexar County.

Table 2.4A describes the population distribution for the San Antonio SMSA, which includes Bexar, Comal* and Guadalupe counties, for three years - 1970, 1977 and 1978. In 1970, the total population in the metropolitan area was approximately 888,000. By 1978, the population had increased by nearly 100,000. Over this eight-year period, the Anglo proportion of the total population decreased slightly. In 1970, Anglos comprised about 49 percent of the total population. By 1978 they made up 48 percent of the total. During this same time period, the minority proportion increased slightly. In 1978, Mexican Americans, blacks, and other minorities comprised nearly 52 percent of the SMSA's population. Figure 3 describes the general population composition for the metropolitan area for both 1970 and 1978.

Until fairly recently, Anglos constituted the majority of the population in Bexar County and San Antonio. In 1950, they made up about 58 percent of the population in the county. By 1960, the Anglo population had declined to 56 percent; and, by 1970, they made up only 47 percent of the population in Bexar County.[7]

There have also been significant changes in the composition of the population in San Antonio. Many of these changes have occurred since 1960. During the fifties, population growth in San Antonio was in approximately the same proportions as that found in the county. From 1960 to 1970, however, the Anglo population in the city decreased by nearly 45,000.[8] This decrease in population was more than offset by an increase of

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*Comal County was added to the San Antonio SMSA in April, 1973.

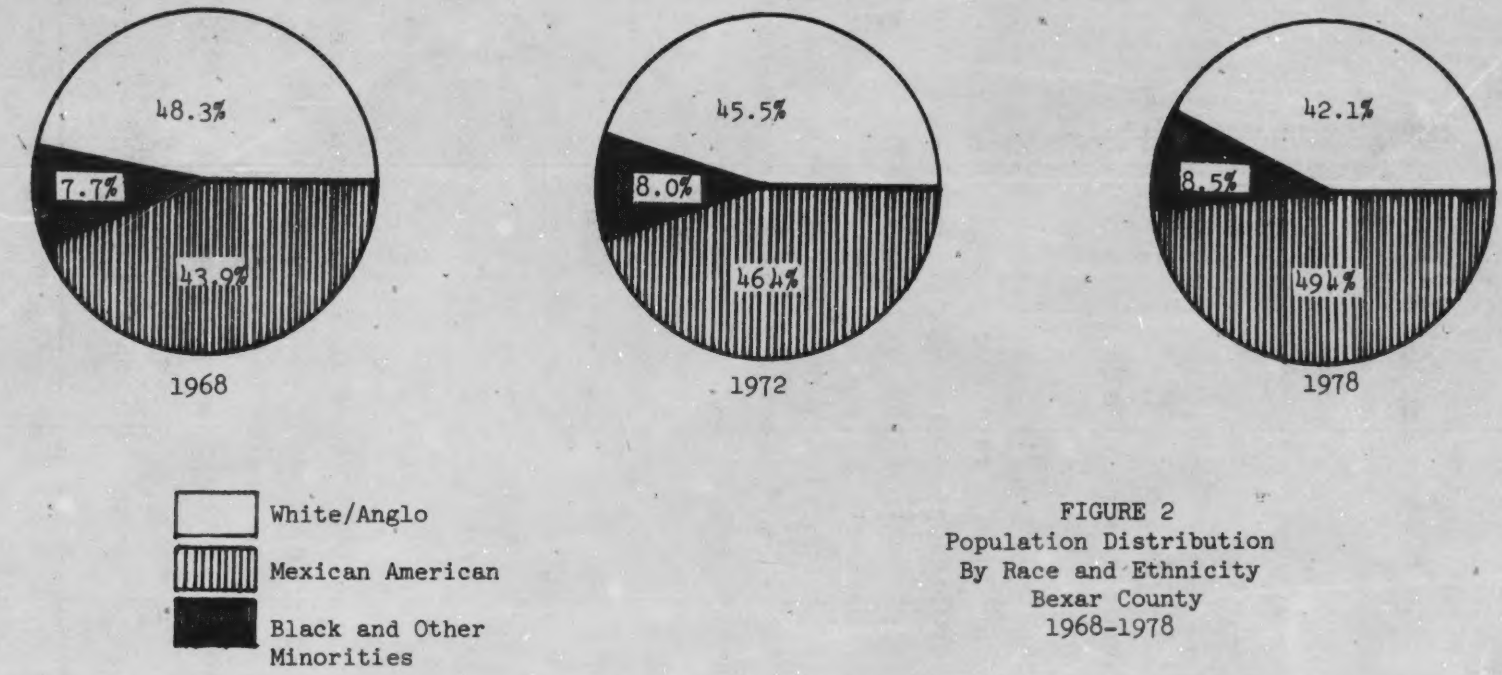


FIGURE 2
Population Distribution
By Race and Ethnicity
Bexar County
1968-1978

SOURCE: City of San Antonio, Planning and Community Development Department, A Report on Population, San Antonio and Bexar County 1975. Also, Racial/Ethnic Composition - 1978 Population - San Antonio and Bexar County, April, 1979.

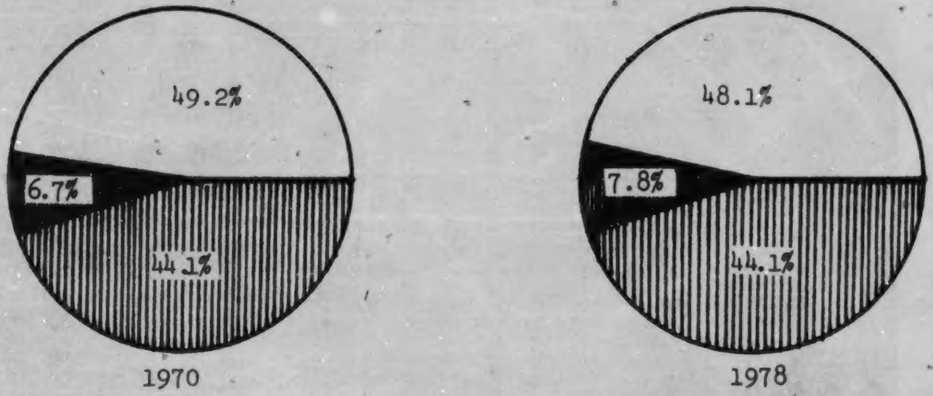


FIGURE 3
Population Distribution
By Race and Ethnicity
San Antonio Metropolitan Area
1970 and 1978

SOURCE: Texas Employment Commission, Labor Market Information - San Antonio SMSA. Table 1. Also, Texas Employment Commission, Population, Labor Force, Employment/Unemployment Data by Race, Ethnicity and Gender, San Antonio SMSA, Oct. 1978.

nearly 98,000 in the Mexican American population. During this same period the black population in San Antonio also increased by nearly 8,500.[9] As a result, by 1970, minorities made up about 60 percent of the population in the city, while the Anglo proportion dropped to slightly over 39 percent. This trend has continued through the seventies. In 1978, it was estimated that minorities constituted nearly 62 percent of the population in San Antonio.[10]

C. Population: Age Structure

Along with changes in the composition of the population, there have been significant changes in the age distribution of that population. Generally speaking, the age structure of the population in Bexar County and San Antonio can be described as young. But what is more important is that the median age of the population in Bexar County is below that of the total population in Texas, and that of other major urban counties in the State. Moreover, the median age has been decreasing over the past several decades.[11]

In 1970, the median age for the total population in San Antonio was 24.8 years, down from 26.8 years in 1950.[12] In contrast, the median for Texas and the United States in 1970 was 26.4 and 28.3 years, respectively.[13] In all of these populations, the median age for males was lower than females, but the difference was greater in Bexar County than that for the State, the United States, and for other urban counties in Texas. For example, the median age for males in Bexar County was 22.7 years, for females it was 25.8, a 3.1 year difference. For Texas, the median for males was 25.2 years, and for females it was 27.6 years, a 2.4 year spread.[14]

One reason for the low median is the presence of a young Mexican American population. In fact, the age structure for Mexican Americans is considerably younger than that of other racial/ethnic groups in the city. According to the 1970 Census, the median age for Mexican American males and females in San

Antonio was 19.0 and 20.9 years, respectively.[15] In contrast, the median for Anglo males and females was somewhat higher at 23.5 and 26.1 years, respectively. For black males the median was 22.6 and for black females it was 26.9 years.[16]

In its report on population in San Antonio and Bexar County the city's Community Development Office noted that the Mexican American population in Bexar County has about the same median age as that found for Mexican Americans in Harris, Dallas and Tarrant counties. However, Mexican Americans constitute a larger proportion of the population in Bexar County than in those counties. It was also pointed out that the black population in Bexar County was slightly older than the average for the State and for other urban counties.[17]

D. Population: Spatial Distribution

As of 1978, over 87 percent of the county's population and nearly 83 percent of the total population in the SMSA lived within the municipal boundaries of San Antonio. More important, however, is the fact that nearly 98 percent of the minority population in the metropolitan area resided in the city.

Within the city itself, minorities tend to be concentrated in certain well-defined geographical areas. These concentrations are the result of long term social, economic and exclusionary policies that have influenced - both directly and indirectly - the spatial and economic growth of the city.[18] In a study[19] conducted by the City's Planning Department in 1972 analyzing the economic structure of San Antonio, it was pointed out that blacks tend to be concentrated on the east side of the city, whereas, Mexican Americans were located mainly in the central, west central and south central sections. Anglos, on the other hand, were located mostly in the northern part of San Antonio.[20]

In that study, ethnic dominance in a particular part of the city was defined as a situation where the population was dominated by at least 60 percent of one particular racial/ethnic group; and no other racial/ethnic group constituted 25 percent or more of the population. An integrated area was defined as a case where no racial/ethnic group made up more than 50 percent of the population.[21] Using 1970 Census data, Figure 4 describes the overall distribution of the population within the City of San Antonio by race and ethnicity.

This figure clearly shows the extent and degree of concentration. There are very few integrated areas in the city using the above definition. Moreover, these patterns have remained relatively stable over the past ten years even though there has been some movement of Mexican Americans and blacks into the rapidly developing northwest and northeast quadrants of the city.

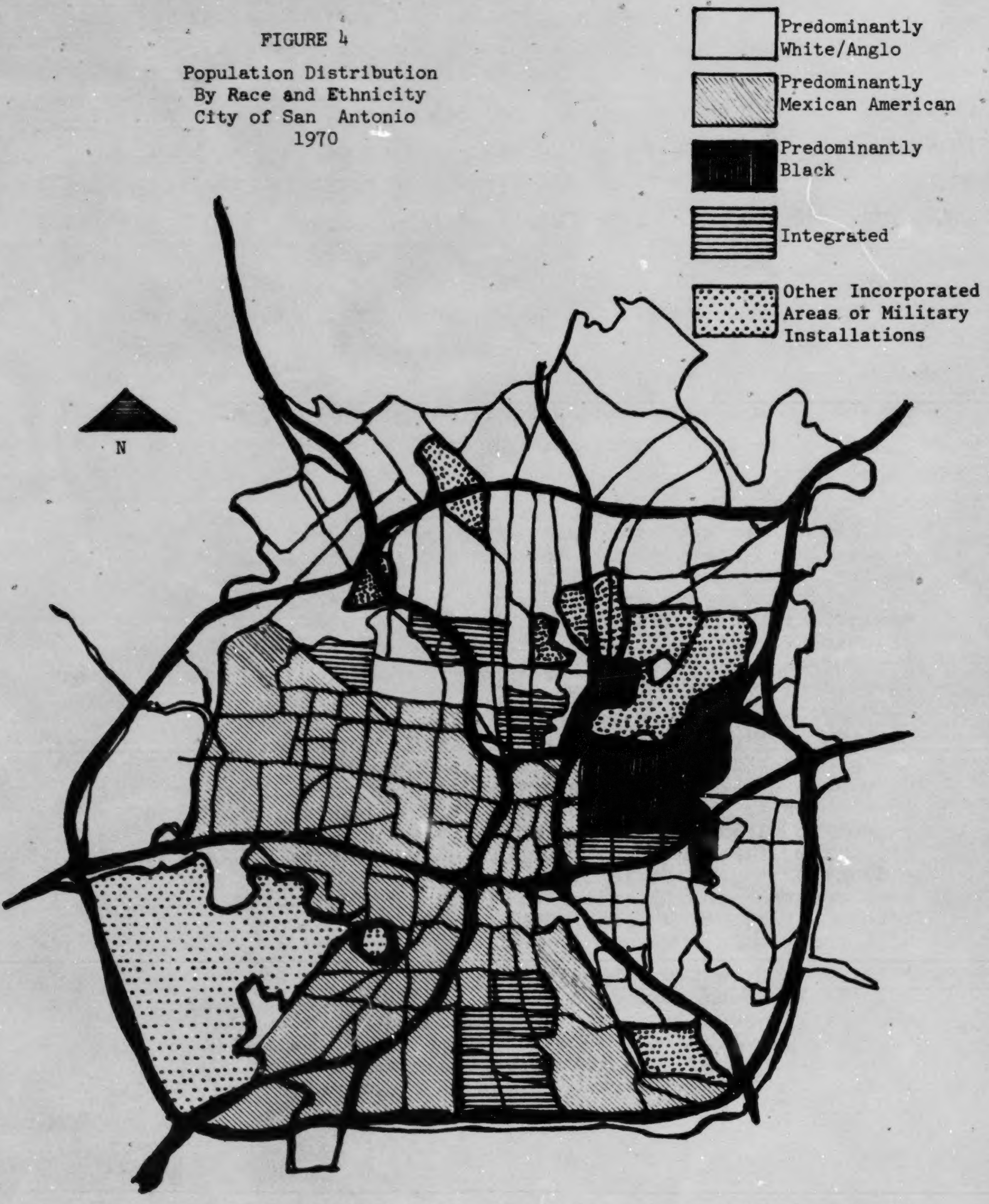
E. Population: Spatial Distribution/Socio-economic Status

The implications of this spatial distribution and the socio-economic and employment status of minority groups in San Antonio cannot be overlooked. All are interrelated and have significant ramifications in terms of their participation in the labor market.

A comparision of some general socio-economic and employment characteristics between the total population and minority groups in San Antonio yields a number of major differences. The differences are clearly shown in Tables 2.4A and 2.5A in Appendix A. Comparisons of labor force participation rates, unemployment, educational levels, earnings, family income and extent of poverty indicate that Mexican Americans and blacks do not enjoy a socio-economic status equivalent to that of the total population in the city. Furthermore, the conditions portrayed in those statistics are of a long term nature.

FIGURE 4

Population Distribution
By Race and Ethnicity
City of San Antonio
1970


Predominantly White/Anglo
Predominantly Mexican American
Predominantly Black
Integrated
Other Incorporated Areas or Military Installations
N

SOURCE: City Planning Department, Economic Analysis: San Antonio. Exhibit I.11 Ethnicity by Census Tract. Nov. 1972, p. 21.

The social and economic implications of these findings are readily apparent. They show the presence of a very large minority population isolated in well defined geographical areas. Because of their lack of mobility and the poverty they have had to deal with, their access to the larger labor market has been severely limited. In a very real sense, the barriers have become more difficult to breach over the years.

F. Summary

The purpose of this chapter has been to establish the base for the rest of the study. The next chapter will begin to examine in greater detail the employment of minorities and women in San Antonio's labor market over the past ten years.

In analyzing the population found in San Antonio, Bexar County and in the larger metropolitan area, a number of facts stand out:

> One is that the composition of the population has been changing, especially over the last ten years, in the city of San Antonio and in Bexar County. Although the population has increased the Anglo proportion has decreased significantly. In 1978, it was estimated that minorities constituted 62 percent of the city's population, 58 percent of the county's population, and nearly 53 percent of the SMSA population.
>
> Along with changes in the composition of that population, the age structure has also changed. The median age of the population in both the city and the county was below that of the total population in Texas. As of 1970, the median age of the population in San Antonio was 24.8 years, down from 26.8 years in 1950. In contrast, the median for the State in 1970 was 26.4 years. This has important ramifications with respect to labor force participation rates and the make-up of the work force.
>
> A third important fact is the presence of a relatively young Mexican American population in the city. The median age for Mexican American males and females in 1970 was 19.0 and 20.9 years, respectively. The overall city median was 24.8 years. The median for Anglos was 23.5 for males and 26.1 for females.

A fourth important fact is that the minority population is heavily concentrated. As of 1978, over 90 percent of the minority population in the metropolitan area lived within the municipal boundaries of San Antonio. Further, within the city itself, minorities tend to be heavily concentrated in certain well-defined geographical areas.

A fifth fact is that when we compare the various population groups with respect to certain socioeconomic variables, i.e., income, education, earnings, employment, etc., we find that they do not enjoy a status equivalent to that of the total population.

NOTES TO CHAPTER II

1. City of San Antonio, Community Development Office, A Report on Population: San Antonio and Bexar County, Comprehensive Planning Division, May, 1973, p. 1 (hereafter cited as Population Report: San Antonio and Bexar County).

2. Ibid., p. 2.

3. Ibid.

4. Ibid., p. 6.

5. Ibid., p. 7.

6. Ibid. See also, City of San Antonio, Community Development Office, Population and Employment Distribution San Antonio - Bexar County: 1970-1990. Technical Report No. 1. Comprehensive Planning Division, March, 1973.

7. Ibid., pp. 10-11.

8. Ibid.

9. Ibid.

10. Ibid.

11. Ibid.

12. U.S. Bureau of the Census, Census of Population: 1970 General Population Characteristics, Final Report PC(1)-B45 Texas. Table 24. Age by Race and Sex, for Areas and Places: 1970.

13. Ibid., Table 20, Age by Race and Sex: 1970.

14. Ibid., Table 35. Age by Race and Sex, for Counties: 1970 and Table 20.

15. U.S. Bureau of the Census, Census of Population: 1970 General Social and Economic Characteristics, Final Report PC(1)-C45, Texas. Table 96, General Characteristics of Persons of Spanish Language or Spanish Surname for Areas and Places: 1970.

16. U.S. Bureau of the Census, Census of Population: 1970 General Population Characteristics, Final Report PC(1)-B45, Texas. Table 35.

17. Population Report: San Antonio and Bexar County, p. 14.

18. *Graves* *v.* *Barnes*, 343 F. Supp. 704, 727-734, *aff'd in part sub*. *nom* *White* *v*. *Regester*, 412 U.S. 753, 767-769, (1973).

19. City Planning Department, *Economic Analysis: San Antonio*, November, 1972. Report was financed in part through a Community Renewal Program Grant from the U.S. Department of Housing and Urban Development

20. Ibid., p. 20.

21. Ibid.

CHAPTER III - THE PRIVATE SECTOR: AN EMPLOYMENT PROFILE

We sometimes forget that for many, getting a job - any kind of a job - is an exercise in frustration. But for minorities and women, the task of seeking work often goes beyond mere frustration. Even when they have succeeded in obtaining work they are generally relegated to low status and low paying jobs despite their skills and background. Indeed, discrimination can become so pervasive and subtle that we are not always conscious that it exists. Consider the following:

> Until World War II, San Antonio's Mexican Americans were treated as second-class citizens with a status little better than Negroes. Their employment was limited to unskilled jobs, and they were virtually restricted to living on the West Side because of restrictive covenants. Even after segregation of their children in the public schools was legally removed, they continued to attend de facto segregated schools. It was not uncommon for Mexican American individuals and work crews to be paid less than their Anglo counterparts for identical work. In effect, discrimination against this ethnic group was so widely practiced that it was generally accepted by both Anglos and Mexican Americans, and the term had little significance...[1]

Or consider the socio-economic and employment conditions outlined in the previous chapter. All of these conditions are underscored by severe disparities and inequities that have become in many ways a part of our society.

Were minorities and women in San Antonio better off in 1978 than they were in 1968 with respect to jobs and equal employment opportunity? Had there been progress? This chapter and the next one will attempt to answer these questions by carefully examining the employment status of minorities and women in San Antonio's private sector over the ten-year period ranging from 1968 to 1978. The intent here is to develop a comprehensive picture of just how minorities and women did in the local labor market during those ten years.

A. Overview: The Labor Market in San Antonio

The population is the basic source from which the supply of labor must be drawn. Generally, the labor force includes all those 16 years of age or more who are in the labor market, that is, who are employed, or who are seeking employment.[2] Out of a total population of 654,153 reported in the 1970 Census for the City of San Antonio, approximately 430,000 were 16 years old and over. Of this total, about 66 percent were actually employed or were seeking employment.[3] On the basis of estimates developed by the Texas Employment Commission for the San Antonio labor market area which includes Bexar, Comal and Guadalupe counties, White/Anglos comprised about 52 percent of the total area work force; whereas, minorities constituted about 48 percent.[4] With respect to the minority work force, blacks made up 6.5 percent and Mexican Americans 40.8 percent of the total. The remainder - approximately 0.7 percent - consisted of Asian and Native Americans.[5] Table 3.1B in Appendix B summarizes the composition of the labor force in San Antonio by race, ethnicity and gender. Figure 5 graphically describes the composition of the work force as of 1978.

Most people have a reasonably good idea of what it means to be employed. However, the terms unemployed and underemployment are not quite so precise. Usually we think of the unemployed as those who are without jobs and who are actively seeking work. But this definition does not take into consideration those working part-time, although they are looking for full time work; those working full-time, but receiving very low wages; and the labor force dropouts who have given up looking for work.[6]

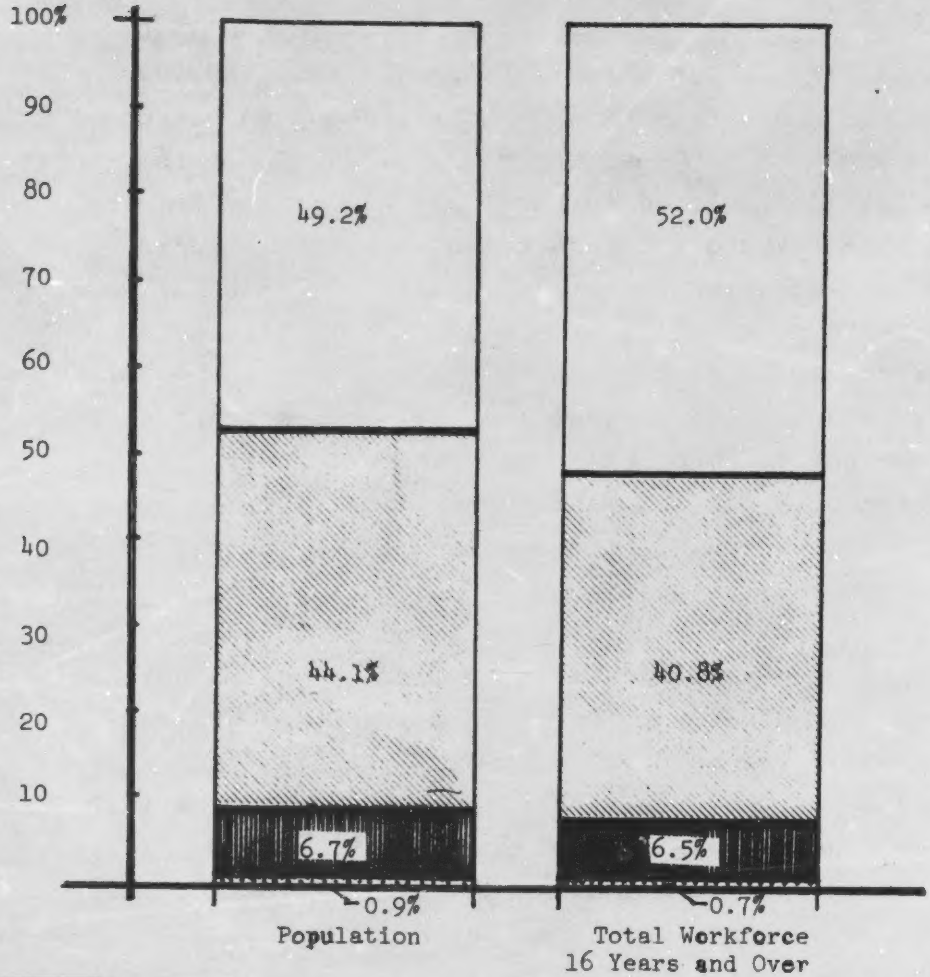


FIGURE 5

Composition of the Work Force
in San Antonio SMSA
1978

SOURCE: Texas Employment Commission, San Antonio Labor Force Estimates 1968-1978

Underemployment presents a different problem. To be underemployed means to be underutilized. The underemployed are those who are either forced to work part-time because full-time work is not available; or, those who must take jobs that do not make use of, or pay according to their skills, training and experience.[7] An extreme example would be a woman with a degree in business administration working as a clerk in an office because she is unable to find a management job. Another example would be a Mexican American or black engineer working as a laborer because they could not find a job in their profession.

Unemployment in the San Antonio metropolitan area has shown a high degree of fluctuation over the years. During the ten-year time span - 1968 through 1978 - the number of unemployed has fluctuated from a low of 7,600 in 1968 to a high of 28,200 in 1976. As a percentage of the labor force, unemployment has been as low as 2.6 percent in 1968 and as high as 7.4 percent in 1976. Table 3.2B in the Appendix describes the area's employment and unemployment rates and compares these rates with those for the State and the nation. Figure 6 graphically depicts the rate of unemployment for San Antonio, the State, and the United States over the ten-year period. Perhaps the most interesting finding in Figure 6 is that the unemployment rate for San Antonio has been consistently lower than that for the nation, but higher than that found in the State over the ten year period of this study.

A different aspect of the unemployment problem is revealed by looking at the racial/ethnic and gender composition of those unemployed shown in Table 3.3B. Even though the overall rate of unemployment has been lower in San Antonio than elsewhere; minorities and women have consistently experienced higher rates of unemployment than White/Anglo males. In 1970, for example, the average unemployment rate for males was

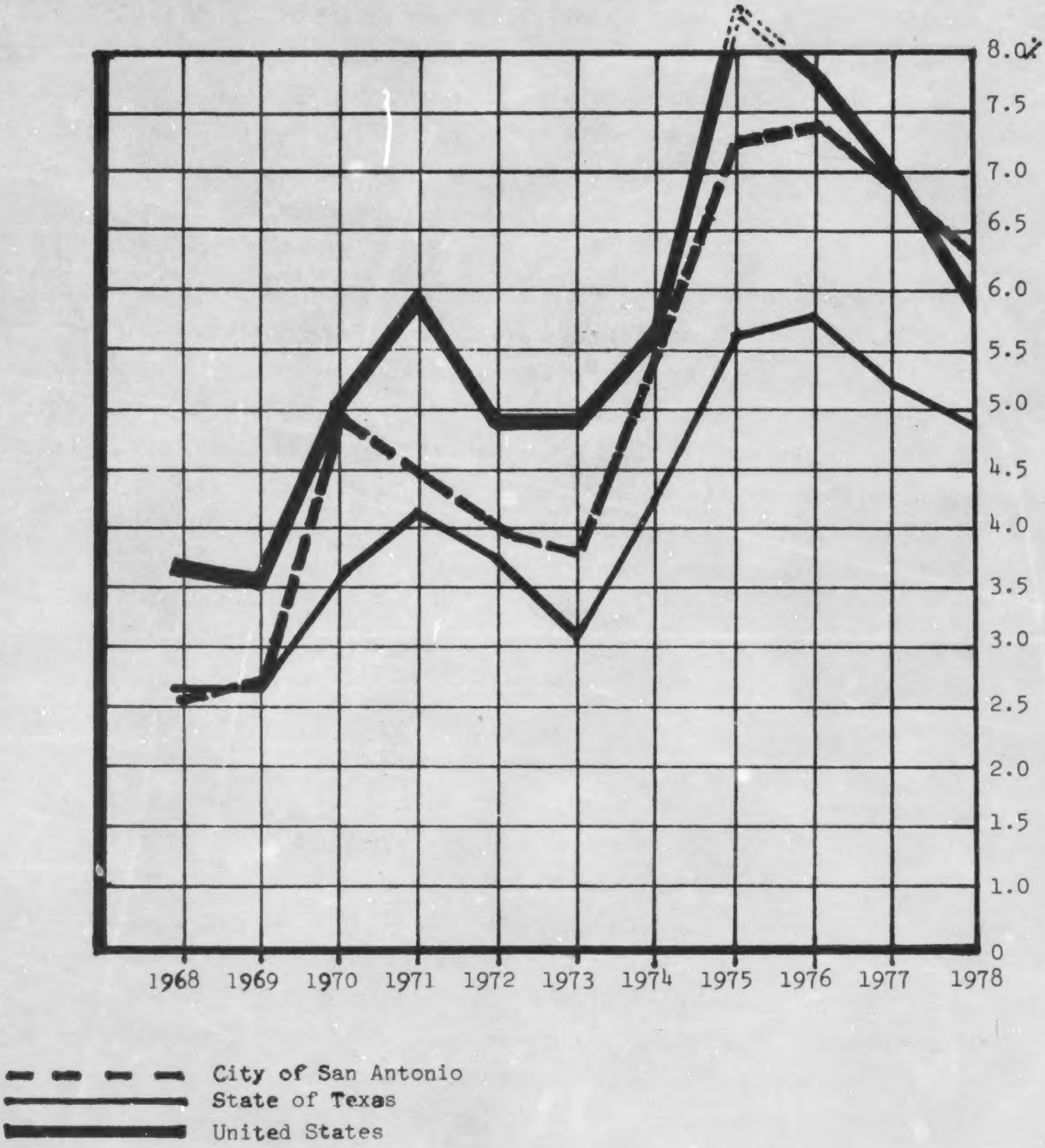


FIGURE 6

Unemployment in San Antonio
1968 - 1978

SOURCE: Texas Employment Commission, Labor Force Estimates, San Antonio, 1968-1978

4.4 percent. For White/Anglo males it was only 3.5 percent, but for Mexican American and black males the unemployment rate was 4.8 and 5.9 percent, respectively. For minority females, the figures were higher. In 1975, when the average rate of unemployment reached nearly 7 percent, black males and females experienced unemployment rates of nearly 9 and 12 percent, respectively. The unemployment rates for Mexican American males and females also exceeded the overall unemployment figure. For White/Anglos, the rate of unemployment was considerably below those being experienced by minorities. Moreover, this pattern had persisted with very little change since 1968. In 1978, White/Anglo males still continued to have lower rates of unemployment while minorities and women continued to have higher rates.

Figure 7 graphically describes these patterns. This figure also shows that both Mexican American and black unemployment was consistently above their respective share of the total population. This means that in proportional terms, these two groups experienced more unemployment than would be expected on the basis of their percentage share of the total population. Conversely, White/Anglo unemployment has been below that of their percentage of the population.

There have also been significant changes in the composition of the labor market in San Antonio from 1968 to 1978. For example, in 1960, the labor force participation rate for the total population in San Antonio was about 51 percent. This means that only about half of the total population 16 years and older was working or seeking work. By 1970, this rate increased to nearly 58 percent. Although the overall rate has been relatively stable, the rate for women - especially for minority women - has changed considerably. In 1960, for example, their participation rate was only about 33 percent. By 1970 it was nearly 40 percent. In 1978 it was estimated to

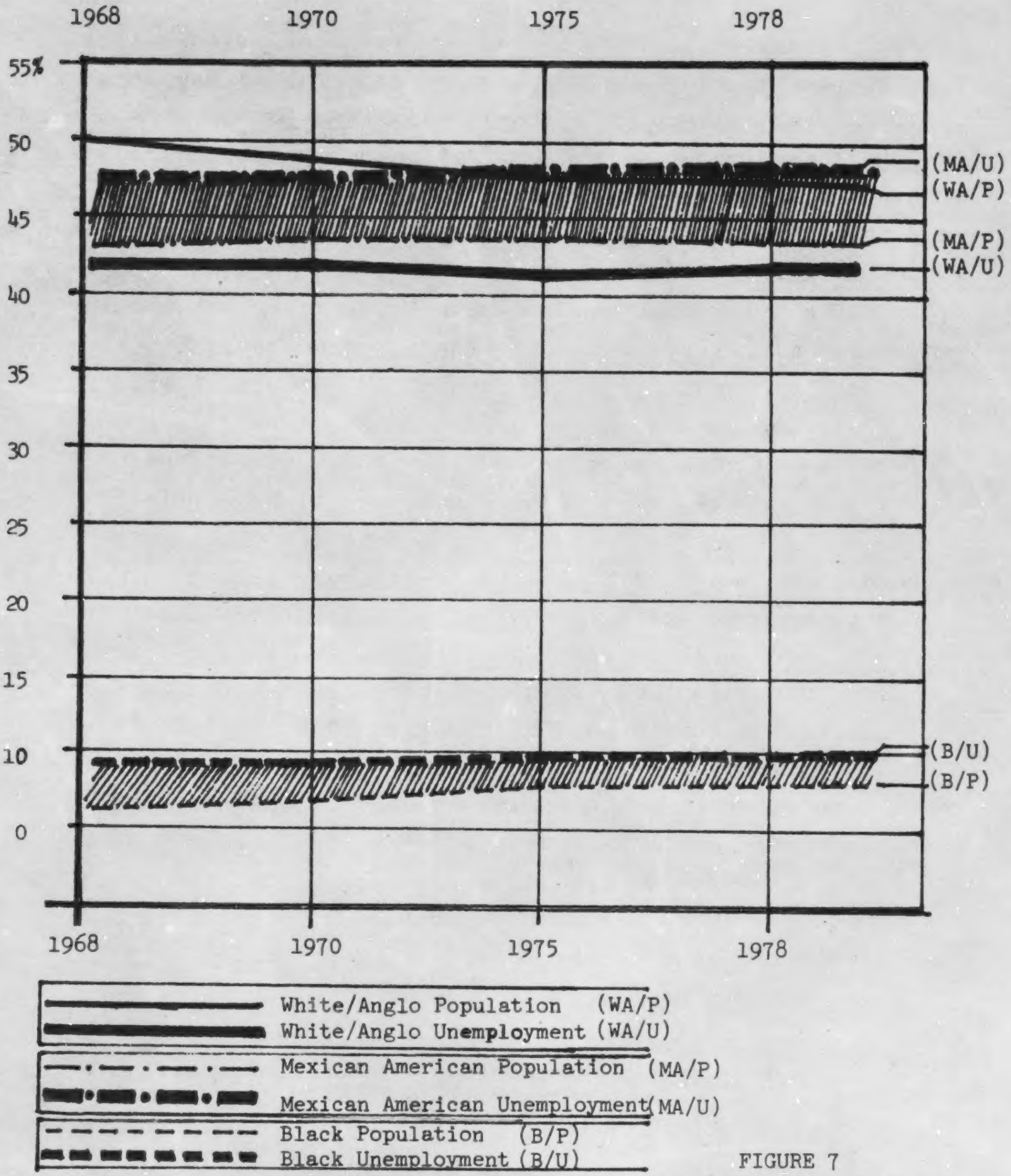


FIGURE 7
Unemployment/Population Rates by
Race and Ethnicity San Antonio SMSA
1968-1978

SOURCE: Texas Employment Commission

be around 44 percent. For black women the participation rate increased from 46.7 in 1960 to over 50 percent in 1970. For Mexican American women the rate increased from 26.8 percent to about 36 percent in 1970. Male participation rates during this same period also increased. However, the rates for males in the prime working age group - 25 to 44 years of age - has remained virtually unchanged, holding at about 95 percent over the years.[8] (See Tables 2.5A and 3.4B)

B. The Economic Structure of San Antonio and Bexar County

Equally important to labor force characteristics, employment, and participation rates is the economic structure of a locality or region. In fact, the structure of a local economy governs to a large extent, the characteristics of the work force.

The economy of San Antonio consists of essentially two parts - its economic base and the service sector. The economic base refers to those activities wherein the local economy exports or sends goods and services to points outside its boundaries. The economic complement of this base is the service sector whose activities are completely local and involves no export beyond the jurisdictional boundaries of the community. This sector consists mainly of local services, retail trade, and professional services.[9]

These two principal parts of the city's economy - the base and service activities - are further classified into sectors. Employment sectors are defined as groupings of similar employment categories, logically assembled for statistical purposes. Examples of employment sectors are categories like construction, manufacturing, trade, and government. Table 3.5B describes the overall employment by industry for selected years ranging from 1968 to 1978. Table 3.6B shows the industrial composition of the labor force in the San Antonio metropolitan area by sector over the ten years in the study period. Figure 8 graphically depicts the distribution of the work force by sector for selected years.

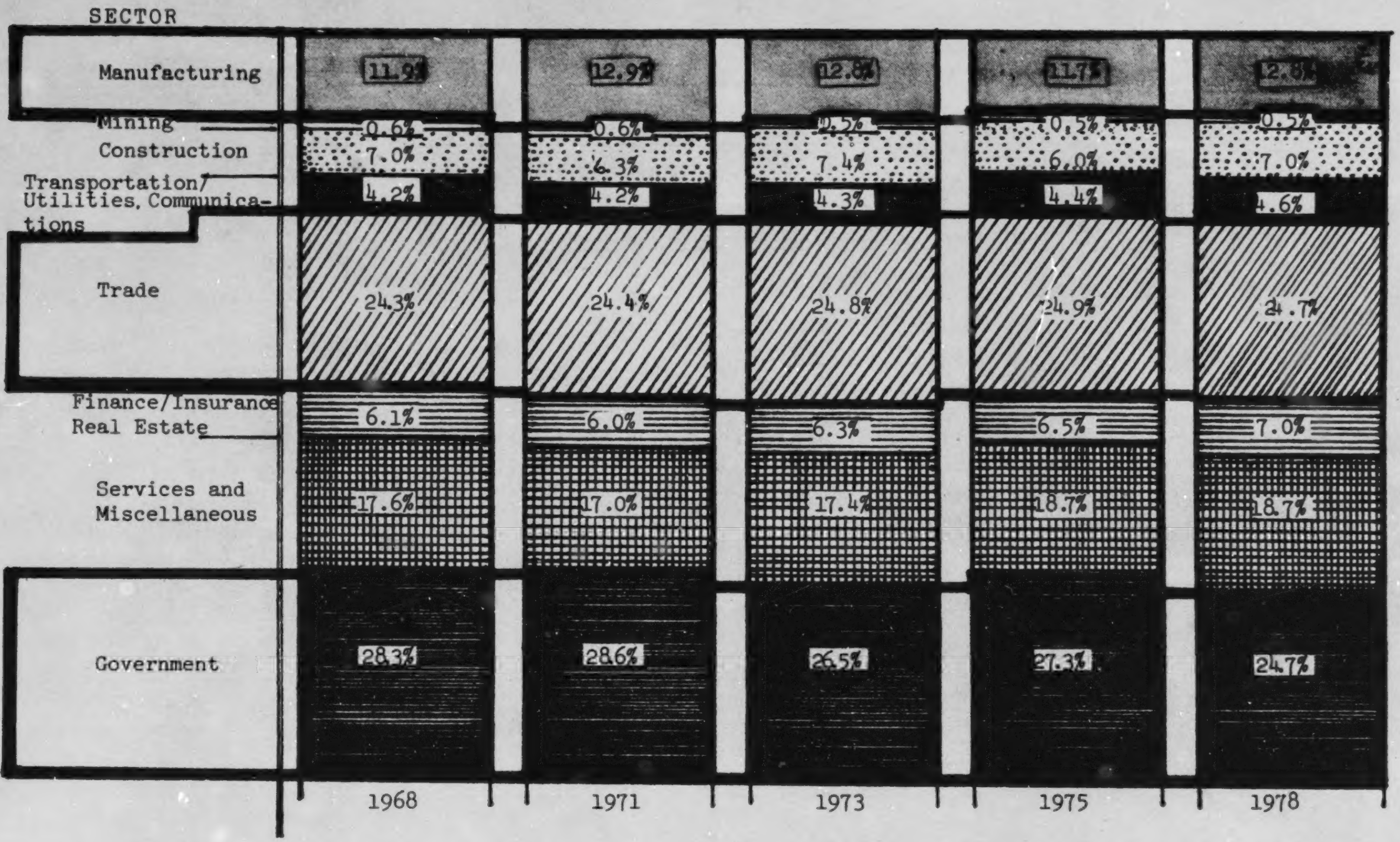


FIGURE 8
Distribution of the Workforce by Employment Sector - San Antonio SMSA 1968-1978

SOURCE: Texas Employment Commission - San Antonio. See also Table 3.6B, Appendix B.

Historically, the economy of the city has been characterized by a heavy dependency on the government sector and a growing dependency on the trade and service sectors. In 1968, over 28 percent of the total employed work force in the metropolitan area was working in the governmental sector. At the same time, approximately 24 percent of the work force was employed in the trade sector, and nearly 18 percent was employed in service-type jobs. By 1978, employment in the governmental sector declined slightly as a proportion of the total work force to about 25 percent. However, employment in both the trade and service sectors increased to 25 and 19 percent, respectively. Throughout this period, employment in manufacturing remained relatively stable ranging from about 12 to 13 percent of the total work force. (See Table 3.6B and Figure 8)

In 1974, the Alamo Area Council of Governments released a study analyzing the economy of its planning region and Bexar County.[10] Some of the more significant findings of that study as they relate to Bexar County are cited:

> Employment by the government sector in Bexar County accounted for 27 percent of the total employment in March, 1974. With almost 83,000 employees in early 1974, this sector's importance to the local economy as a source of employment is obvious. The number of employees in this sector has increased at a slightly greater rate than the total employment. In 1972, government employees in Bexar County represented 26.1 percent of the total employment in the county. 11
>
> The retail trade industry is the second leading employer in Bexar County, accounting for 17.6 percent of the total employment. This sector has increased its share of the total employment from 15.8 percent in 1968. 12
>
> The services industry in Bexar County provided employment for nearly 48,000 persons in March, 1974. This represented 15.6 percent of the total Bexar County employment and 16.5 percent of the non-agricultural payroll employment. 13

> The manufacturing industry is the only other major industry providing more than 10 percent of the total job opportunities in the local economy. With its 34,502 employees in March, 1974, the manufacturing industries provided 11.2 percent of the total Bexar County employment. This is less than half the portion (23.5%) of the total U.S. employment engaged in manufacturing industries in 1973...14

With respect to earnings, the study noted:

> In 1972, civilian government employees earned 30.4 percent of the total earnings in the San Antonio SMSA. This share is more than 50 percent greater than the portion provided by the next largest major industry contributor to San Antonio's labor earnings. The trades industry, wholesale and retail combined, provided less than 20 percent of the total labor earnings in the....metropolitan area...15

There is no doubt that the government sector plays an important role in San Antonio's economy. As indicated above, the governmental sector alone in 1972 accounted for 26 percent of the total civilian labor and proprietary earnings in the metropolitan area. Along with trade and service-related industries, it was a major employer providing jobs to nearly 25 percent of San Antonio's work force. Subsequent chapters will examine the impact of this sector on minorities and women in greater detail.

C. Occupational Distribution

Closely related to employment and labor force participation rates is the distribution of those working among the various occupations. Data provided by the Texas Employment Commission and the U.S. Department of Labor, as well as the Census Bureau indicates that there are significant differences between the occupational distribution of White/Anglos and of Mexican Americans, and blacks. These differences are such that they place minorities and women in a disadvantaged position inasmuch as wages are more often than not a function of the skill level involved in a particular job and of the status of that job in the overall occupational hierarchy.

Before proceeding to analyze this distribution pattern, we need to understand, at least in general terms, the nature of this hierarchy. Broadly speaking, there are three major categories of workers: white collar, blue collar and service. White collar jobs usually include managerial, administrative, professional, technical, sales and clerical occupations. Blue collar jobs, on the other hand, include craftsmen (skilled and semi-skilled), operative or factory-related occupations, and laborers. Service workers are usually employed in maintenance and custodial-type jobs.* In general, white collar jobs have a higher status and offer better wages than blue collar and service-type jobs. Consequently, they are higher in the hierarchy.

However,one other point should be noted. In describing the occupational distribution of the work force, it should be understood that the term "occupation" as used by the Census Bureau and the Equal Employment Opportunity Commission (EEOC) is very broad. For example, the occupations "professional, technical and kindred" in fact, includes many individual occupations. Even if the proportion of minorities and women in this category were identical with the proportion of White/ Anglo males, the distribution of minorities and women among the individual professional and technical jobs could differ significantly from the distribution of Anglo males.

Keeping the above in mind, the overall occupational distribution for the San Antonio metropolitan area for selected years is shown in Table 3.7B. Figure 9 graphically describes this distribution.

Perhaps the most distinctive characteristic of this distribution is the rather high proportion of employees in the clerical and kindred category. Over the years, approximately

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*A complete description of each of these categories for the private, as well as the public sector, is listed in the Appendix - Methodology Overview.

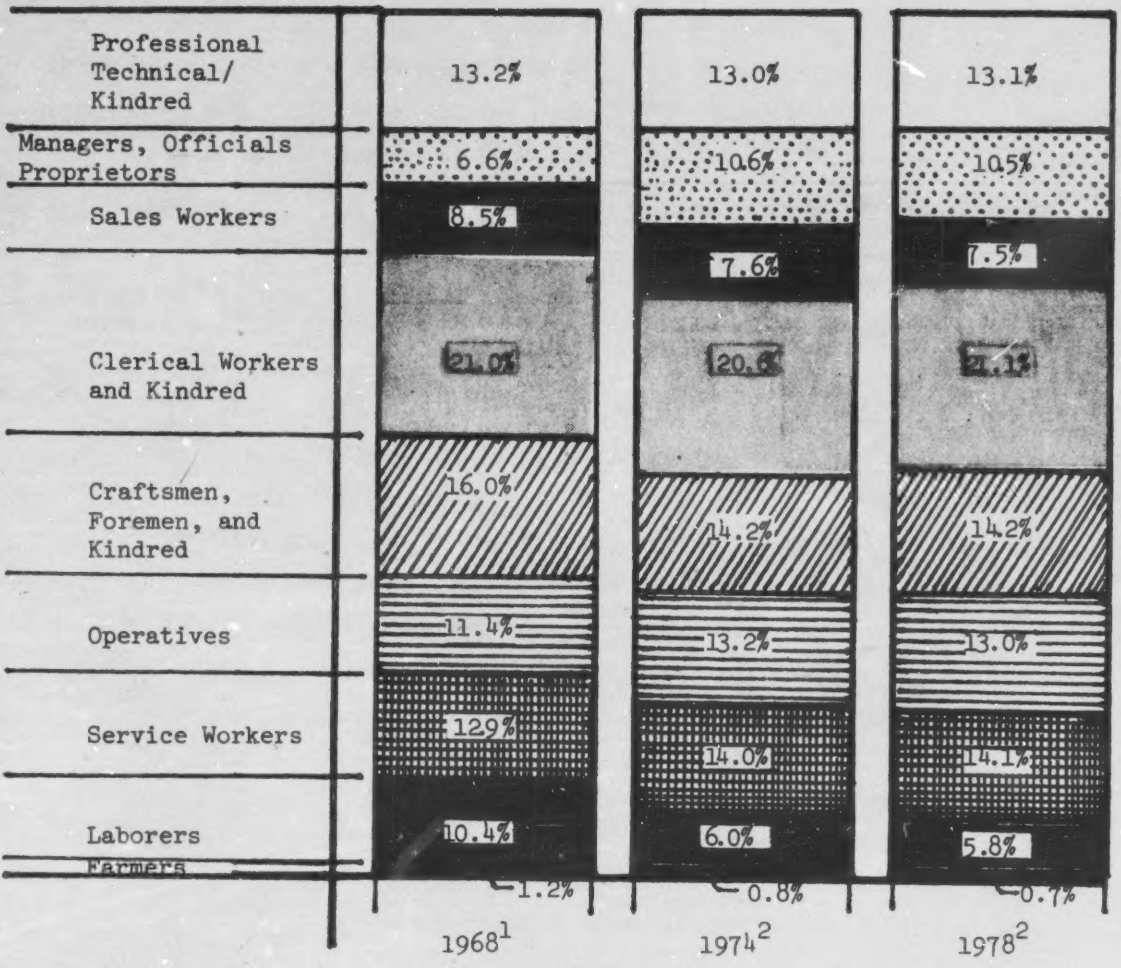

FIGURE 9

Occupational Distribution of the Work Force - San Antonio Metropolitan Area - 1968-1978

SOURCE: 1. Texas Employment Commission, Annual Manpower Planning Report, San Antonio, Texas - 1969.

2. Texas Employment Commission, Job Scene: 1985, Employment Projections by Specific Industries and Occupations, 1978, Table B, Employment by Occupation - San Antonio.

20 percent of the work force in San Antonio have occupied jobs in this category. A second major characteristic is the overall absolute increase in the professional, technical and related job category since 1968. However, the proportion of the total work force in this category has remained relatively stable. A third major characteristic is the increase - both in absolute terms as well as proportionately - in the manager, official and proprietor category. In 1968, only about 7 percent of the total work force in the metropolitan area was employed in this category. By 1978, nearly 11 percent of the work force was employed as managers, administrators and/or officials.

The 1970 occupational distribution for Mexican Americans, White/Anglos and blacks in the San Antonio metropolitan area is described in Table 3.8B. Figure 10 describes these distributions in graphic terms.

If we look at each of the racial/ethnic groups in Figure 10 certain patterns begin to emerge. For example, Mexican Americans relative to their overall representation in the work force appeared to be overrepresented as operatives and non-farm laborers. Conversely, they were underrepresented as professionals, technicians, managers and sales workers. However, they closely matched their overall proportion in the clerical, craftsmen, and service categories. (See Table 3.8B(3))

Blacks, on the other hand, were overrepresented in the transport operative, service, and private household categories. They were underrepresented as professionals, technicians, sales workers, clerical workers, craftsmen and operatives. Only in the non-farm laborer category did they match their overall proportion of 6.5 percent. (See Table 3.8B(3))

White/Anglos exceeded their overall proportion of 51.8 percent in the professional, technical, manager, administrative, sales and clerical categories. They were represented in the craftsman, foreman and kindred category in about the same

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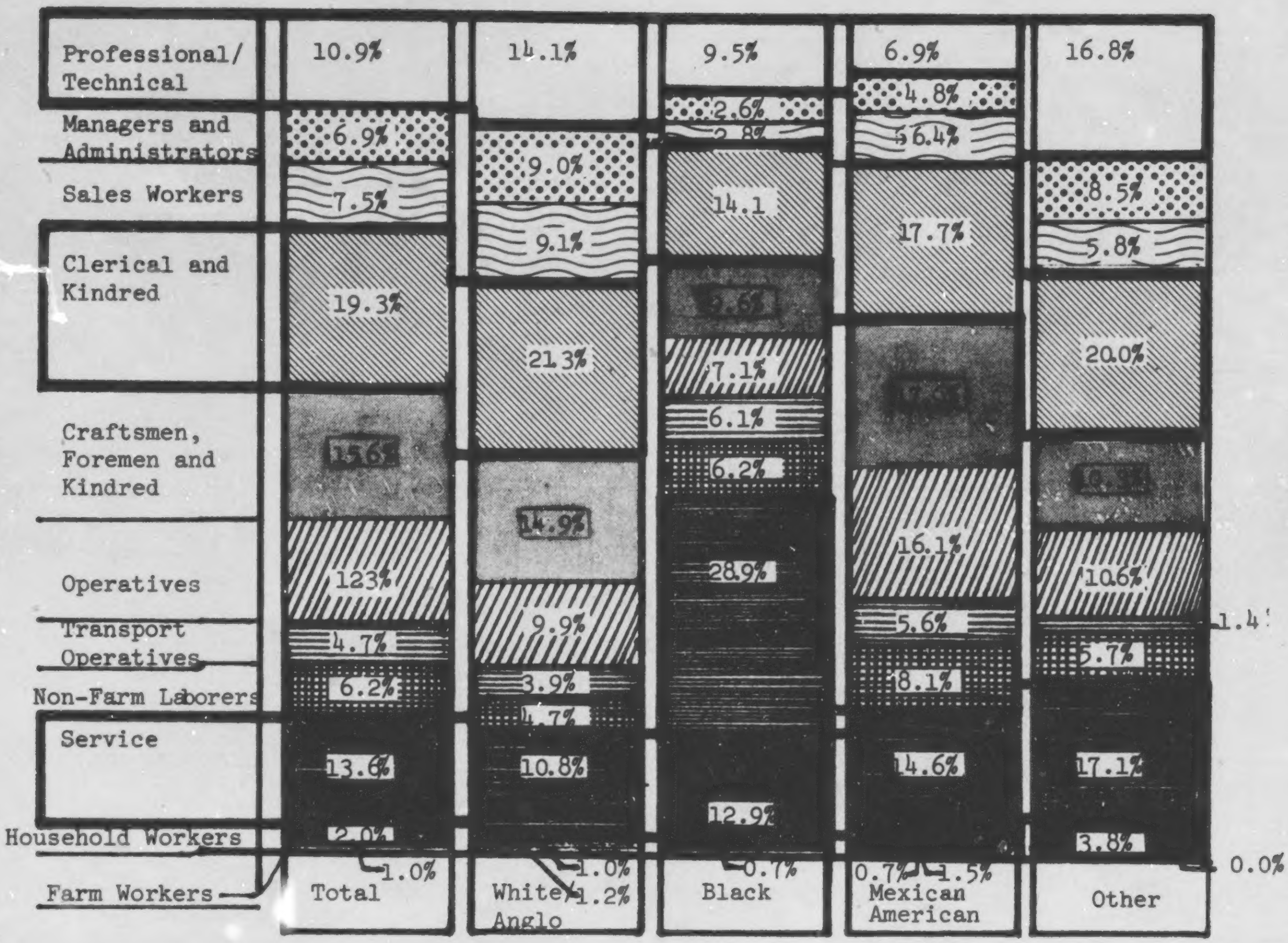

FIGURE 10

Occupational Distribution of the Work Force by Race and Ethnicity

San Antonio Metropolitan Area
1970

SOURCE: Texas Employment Commission, Labor Force Occupation Structure: San Antonio, 1970. Research Office/TEC.

proportion as their overall rate. However, they were underrepresented as operatives, non-farm laborers, service and private household workers. White/Anglos also constituted most of those in the farm worker category. This rather high proportion (65.1%) can be accounted for by the fact that outside the city of San Antonio agriculture is still a major industry. Moreover, most of the farms and ranches in the area are owned by White/Anglos. However, we should note that farm workers as a proportion of the total work force only comprise about 1 percent of all workers in the metropolitan area. (See Table 3.8B(3))

When we look only at the distribution for females, similar patterns emerge with some minor but interesting differences. For example, White/Anglo women exceeded their overall proportion of the work force in the professional, technical, managerial, administrative, sales and clerical categories. They closely matched their overall proportion in the craft, transport operative, and farm worker categories. They were underrepresented in the operative, non-farm laborer, service, and private household categories. (See Table 3.8B(3))

Black women exceeded their overall proportion in only two categories: service and private household. Nearly half (48.7%) of all black female workers were employed in the private household category. Surprisingly, black women closely matched their overall proportion in the professional, technical and kindred category. However, they were underrepresented in the managerial administrative, sales, clerical and operative occupational categories. (See Table 3.8B(3))

Mexican American women exceeded their overall proportion in the work force in the craft, operative, laborer, service and private household categories. Over half (51.3%) were employed as operatives. They closely matched their proportion in the sales, clerical and farm worker categories. They were underrepresented in the professional, technical, managerial and administrative categories. (See Table 3.8B(3))

When we look at the distribution within each of the racial/ ethnic and gender groups we get similar patterns. For example, White/Anglos generally exceeded the overall proportion of the total work force in the professional, technical, managerial, administrative, sales and clerical categories. They closely matched the total distribution for craftsmen, but were under-represented in the other blue-collar and service occupations. For blacks, the opposite situation was evident. Proportionately, more blacks were employed in blue-collar and service-related jobs. In fact, nearly 30 percent (28.9%) of all blacks were employed in the service occupation category. Mexican Americans had a similar distribuiton. Most were employed in the craftsman, operative, and service categories. Only in the clerical category did Mexican Americans do well in white collar-related jobs. (See Table 3.8B(2))

Looking only at female employees we find that White/Anglo women generally exceeded their overall proportion in white collar jobs. The outstanding characteristic of this distribution is that nearly 41 percent of all White/Anglo women were employed in the clerical category. For black women, the highest proportion - 34 percent - were employed in the service category. On the otherhand, nearly 75 percent of all Mexican American women were concentrated in three occupational categories - clerical (32.9%), operative (19.2%) and service (21.2%). (See Table 3.8B(2))

In comparing the overall job distribution by gender and within the occupational category, we find that females proportionately had a higher percentage of employees in the professional, technical and related job area. In fact, White/ Anglo and black women comprised over half of all the jobs in that category within their respective groups. In other words, black females generally exceeded the number of black males in the category. With respect to Anglos, females made up about half of all those in that category. Mexican American women, on the other hand, comprised only about one-third of the total Mexican American employment in that category. (See Table 3.8B(2))

Similar patterns emerged in the clerical, service, and private household categories. As might be expected, women dominated these particular job categories. (See Table 3.8B(2))

To get a better picture of the racial/ethnic and gender distribution within each of the occupations, Table 3.9B provides a more detailed breakout of each major job area. Figure 11 shows the overall distribution of the work force in each of the major occupational categories by race, ethnicity and gender.

Within each of the primary job categories we find a definable pattern that seems to indicate a dominant male or female preference. For example, in the professional, technical and kindred worker occupational category, we find that males tend to dominate overall. However, when we look at specific job areas such as technical engineers, medical and health workers, teachers, and technicians (excluding health) clear male/female dominance patterns become apparent. (See Table 3.9B)

In the managerial/administrative category, males clearly made up the majority of all employees. This pattern held true for each of the racial/ethnic groups. However, as indicated previously, black women tended to occupy a rather high proportion of jobs in this category.

In the sales category, males dominated in the manufacturing and wholesale trade areas, while females occupied most of the jobs in the retail trade area.

With respect to clerical and related occupations, females occupied most of the bookkeeping and secretarial jobs. The opposite situation was apparent in the craftsman job category. This job area was clearly dominated by males. Moreover, this dominance held across the various racial/ethnic groups.

In the operative category, males occupied most of the jobs, in durable goods manufacturing; whereas, females tended to hold most of the jobs in the non-durable sector. There was one

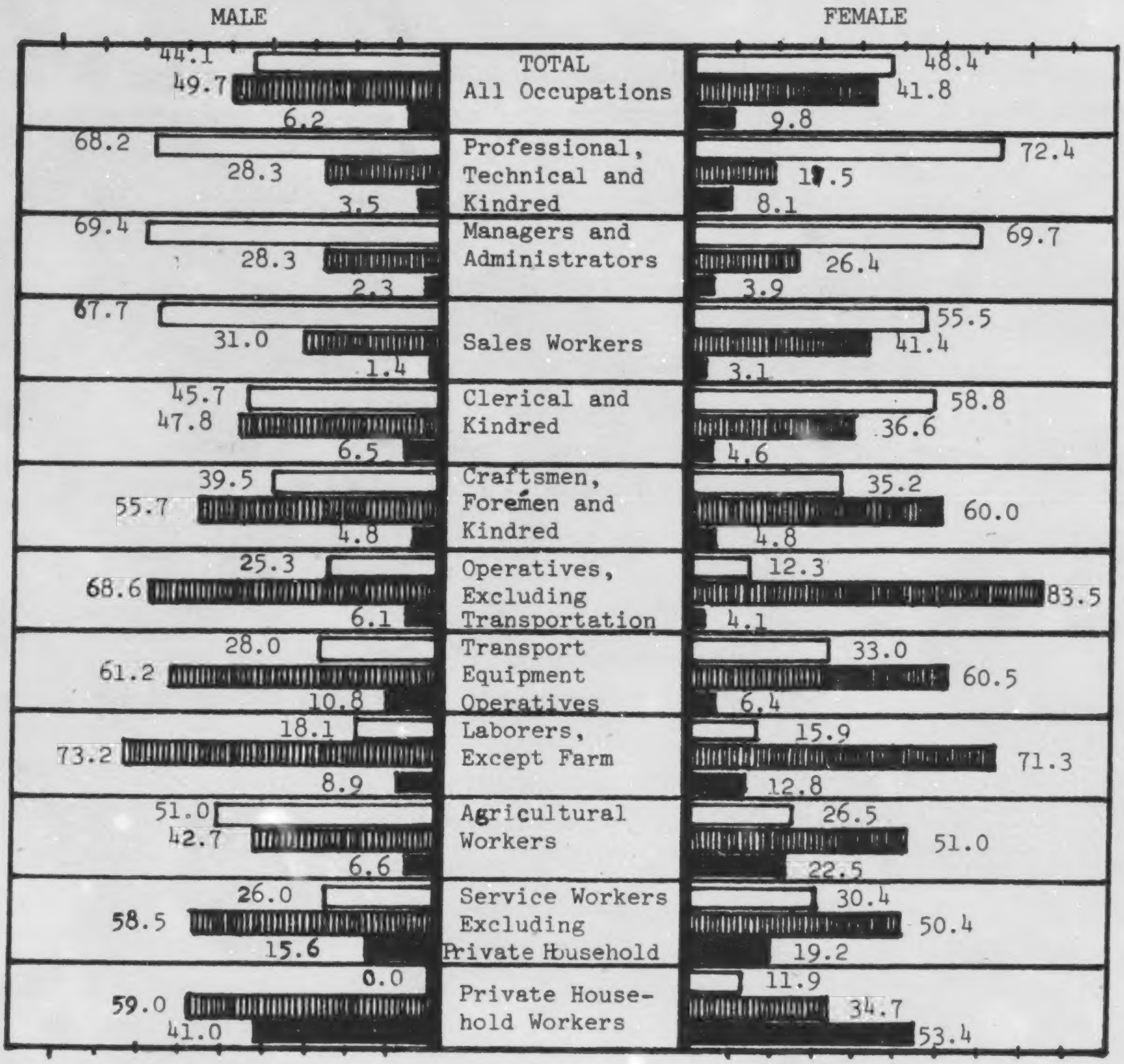

FIGURE 11

Distribution of the Employed Population by Race, Ethnicity, Gender and Occupation

San Antonio Metropolitan Area
1970

SOURCE: U.S. Department of Labor, Manpower Administration Computer Printout - Lawrence Berkeley Laboratory - August, 1973. See also Table 3.9B/Appendix B.

major exception, however. Black males occupied 70 percent of all the jobs in this industry. In comparison, males, as a group, made up only 36 percent of all employees in this sector.

Males tended to occupy most of the jobs in the transport equipment operative, non-farm laborer and agricultural worker job categories. The one exception here related to blacks in the agricultural sector. Here we find that black males and females show an almost equal distribution in the farm laborer job series. However, we should point out that we are dealing with only a small number of employees. (See Table 3.9)

In the service sector, we find an almost equal distribution among males and females, with males dominating jobs in the cleaning and protective service areas. Females, on the other hand, occupied most of the jobs in the food service, health service and personnel services. Women made nearly 90 percent of all the health service workers; whereas, males comprised about 90 percent of all the protective service workers.

In the private household sector, females completely dominated. In fact, they made up nearly 97 percent of all the workers in this category.

Figure 11 clearly shows that White/Anglo males and females occupied most of the white collar jobs, whereas, minorities held most of the blue collar, service and household jobs.

D. Employment Patterns and Trends

Although there have been changes in the overall pattern of employment over the years, the racial/ethnic and gender composition within each of the major occupations has remained remarkably stable. This indicates that there is relatively little upward mobility among minorities and women in the labor market. Tables 3.10B(1) and (2) in Appendix B describe the general pattern of employment by race, ethnicity, gender and occupational category for the years 1968 and 1975. Each includes three separate tables showing different relationships among and within each of the major population groups. The data in these tables are summaries of individual EEO-1 reports compiled and aggregated by the EEOC for the San Antonio metropolitan area. Figure 12 graphically describes the data provided in these tables.

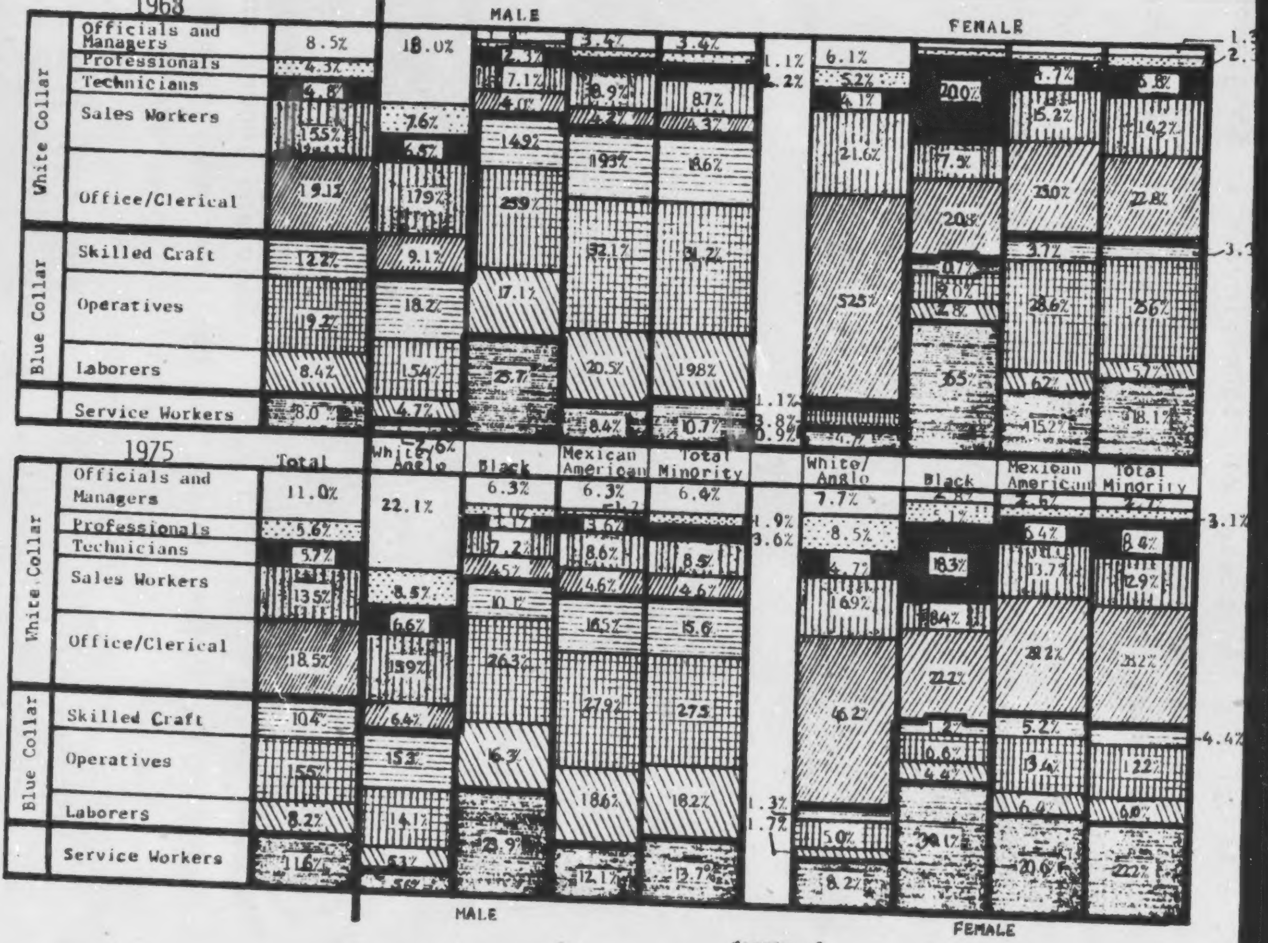

FIGURE 12
Occupational Patterns by Race, Ethnicity and Gender - 1968 and 1975 - San Antonio, Texas

What exactly do these trends and patterns mean? A number of general conclusions can be drawn from Figure 12.

First, a higher proportion of Anglos tended to be employed as officials, managers, professionals, technicians, sales workers, office and clerical workers than minorities. Conversely, minorities were more frequently employed in craft, operative, non-farm laborer, and service-related jobs.

Second, although Anglos constituted the majority of those employed in white collar jobs, there was a slight increase over the years in the proportion of minorities moving into these jobs in the San Antonio labor market. However, most of the gains were made by minority females, especially in the technician, sales, and clerical-related jobs.

Third, although a substantial portion of the white collar work force in San Antonio was composed of females, most were employed in technical, sales, and clerical jobs. Few, relatively speaking, were employed as officials, managers, administrators, supervisors or professionals. For example, in 1975, females constituted nearly 82 percent of all those employed in office and clerical-related jobs, but only 20 percent were employed in official, managerial and administrative-type jobs.

Fourth, minority females constituted a larger proportion of the white collar work force in San Antonio than minority males. However, the majority of these females were employed in the lower paying technical, sales, office and clerical-type jobs.

Fifth, males tended to occupy most of the jobs in the blue collar sector. In 1975, for example, they constituted nearly 90 percent of the skilled craftsmen, 78 percent of the operatives, and 82 percent of the non-farm laborers. Minorities occupied most of the jobs in this sector. For example, nearly 46 percent of the minority work force in 1975 was concentrated in this sector. In contrast, only about 24 percent of the Anglo work force was employed in these kinds of jobs. Moreover, minority females more frequently than Anglo females were employed in this sector. Most were employed as operatives.

Sixth, in the service sector, the distribution between males and females was about equal. In 1975, 49 percent of all those employed in this sector were male and 51 percent were female. However, minority females more frequently than minority males were employed in this sector.

> Seventh, although there had been changes in the overall employment picture since 1968, White/Anglo males continued to dominate the higher paying white collar jobs, while minorities tended to be concentrated in the lower paying, lower status blue collar and service-related jobs.

How do these employment patterns compare with those found elsewhere? Table 3.11B compares the overall distribution of the work force in San Antonio with that found in the State and the nation on the basis of race, ethnicity, gender and occupation for the year 1975.

Looking first at the distribution for White/Anglo males, Table 3.11B shows that the proportion of White/Anglos in San Antonio employed in professional/ technical, clerical, operative, and service jobs was slightly lower than that found at the State and national levels. Conversely, their proportion was higher in the sales, craftsmen, transport operative, and laborer categories. Perhaps the most distinctive finding here is the high proportion of White/Anglo males employed in craft-related jobs in San Antonio.

Black males, on the other hand, matched or exceeded their overall employment proportion in the managerial, administrative, sales, clerical, craft, transport operative and service categories when compared to their rate of participation at the national and State levels. However, when compared to the total male distribution, they were severely underrepresented. For example, whereas the male proportion in the professional/ technical, managerial/ administrative, and sales job areas was 14.2, 13.0, and 5.7 percent, respectively; black representation in these particular jobs in San Antonio was only 6.6, 3.8, and 1.8 percent. The most definitive finding with regard to black males, however, is their concentration in the service job area. Nearly 24 percent of all black males in San Antonio were employed in this category. In comparison, nearly 18 percent of all black males were employed in this sector at the national level, and about 17 percent were employed in service-related jobs in Texas.

Mexican American males in San Antonio generally matched or exceeded their proportion at the national level in the professional/ technical, managerial/ administrative, sales, clerical, craft, transport, operative, and service sectors. A similar pattern emerges when we compare their overall participation rates with Mexican Americans at the State level. However, when compared to White/Anglo males, Mexican American males were underrepresented in the white collar occupations, and overrepresented in the blue collar and service-related occupations. A very large proportion of Mexican American males were concentrated in the craft (25.7%), operative (14.4%), non-farm laborer (11.6%), and service sectors (11.0%).

The distribution for females was somewhat similar to that found for males. However, there were some interesting differences. For example, females in San Antonio generally matched or exceeded their national and State proportion in the professional/ technical, sales, and clerical occupations. But, in the managerial/ administrative job category, White/Anglo females were below their State and national proportions. On the other hand, their participation in service-related jobs was higher in San Antonio than their proportion at the State level, but lower than their national rate of 17.8 percent.

Black females in San Antonio generally exceeded or matched their proportional representation in the professional/ technical, managerial, sales, and service job areas at both the State and national levels. However, the most distinctive finding here is the heavy concentration of black females in the private household (24.7%) and service job areas (34.2%) in San

Antonio. In comparison, the proportion of black women employed in these occupations at the national and State levels was 11.3 and 28.1 percent, respectively. Another interesting finding was the rather high proportion of black women employed in the professional and technical occupations in San Antonio. Over 12 percent of all black females in the work force in San Antonio were employed in those occupations in 1975. This proportion was higher than that found at both the State and national levels, and almost twice as high as that reported for black males.

Mexican American women in San Antonio generally matched or exceeded their proportions in the professional/ technical, managerial, sales, clerical, craft, operative, and service occupations at the national and State levels. However, there was a very high proportion of Mexican American women in the clerical (32.9%), operative (19.2%) and service sectors (21.2%). In each case they either exceeded or closely matched their State distribution.

When we look at the distribution only within the context of San Antonio, White/Anglo males and females were mainly employed in white collar jobs, while minority males and females were mainly located in blue collar and service-related jobs. This finding substantiates the previous findings concerning job distribution patterns within San Antonio's labor force.

E. Summary

Although minorities and women constitute a significant portion of the labor force in San Antonio, they are more likely to be unemployed or working in low-status and low-paying jobs than White/Anglo males. The overall pattern had changed little over the years.

Closely linked with the above pattern is the character of the city's economic structure. As mentioned earlier, the economy of the city has been greatly influenced by the governmental sector. The retail trade and service industries are also major employers. Together they employed about 68 percent of the total labor force in San Antonio in 1978. However, most of the jobs in these particular industries are low paying, blue collar or clerical related. These jobs are mainly occupied by minorities and women.

With respect to occupational patterns there have been some changes in the kinds of jobs held by minorities and women in the private sector over the past decade. However, they were still severely underrepresented in the higher paying, white collar jobs.

Within each of the groups, however, there have been some shifts in the occupational distribution during the 1968-1978 time period. This was especially true for Mexican Americans. In general, their overall proportion increased slightly in the professional, managerial and clerical job area. They also raised their employment in craft-related jobs. At the same time their employment in the unskilled laborer job category declined somewhat.

For blacks, a similar trend was evident. They experienced a slight increase in the professional, managerial, and clerical categories, although the rate of increase was lower than that found for Mexican Americans. Despite this trend, most blacks were still employed in blue collar or service-related jobs.

Was there progress? Yes, but the gains were modest. Disparities were still evident, and inequities still existed. In a very real sense, the plight of minorities and women with regard to equal employment opportunity had changed little between 1968 and 1978 in San Antonio.

NOTES TO CHAPTER III

1. Robert Garland Landolt, The Mexican American Workers of San Antonio, Texas. Arno Press, New York, 1976, p. 350.

2. Center for Studies in Business, Economics and Human Resources, College of Business, Planning Human Resources Development at the Local Level - Workbook. University of Texas at San Antonio, November, 1974, pp. 91-92. Material cited from: The Role and Functioning of Labor Markets. Chapter 3 "Manpower Planning for Local Labor Markets" by Mangum and Snedeker. This chapter was reproduced in the entirely and placed in the workbook.

3. Texas Employment Commission, Annual Planning Report, San Antonio Standard Metropolitan Statistical Area: June, 1976, p. 16.

4. Ibid. Data for employment totals is based on projections by the Texas Employment Commission (TEC) of 1970 Census Data for race, ethnicity and gender. Total average employment by year is based on TEC estimates. Projections assume that the Anglo/White work force comprises 51.9 percent of the total area work force and the minority work force constitutes 48.1 percent of the total.

5. Ibid.

6. U.S. Department of Labor, Bureau of Labor Statistics, How the Government Measures Unemployment. Report 418, 1973, pp. 3-6.

7. Ibid.

8. Texas Employment Commission, Annual Manpower Planning Report, San Antonio, Texas. First Quarter 1969, p. 20; and U.S. Bureau of the Census, Census of Population: 1970 General Social and Economic Characteristics, Final Report PC(1)-C45 Texas. Table 85, Employment Status by Sex, for Areas and Places: 1970; Table 92, Employment Characteristics of the Negro Population for Areas and Places: 1970; and Table 98, Employment Characteristics of Persons of Spanish Language or Spanish Surname for Areas and Places: 1970.

9. City of San Antonio, City Planning Department, Economic Base Study of San Antonio and Twenty-seven County Area, April, 1964.

10. Alamo Area Council of Governments, The Economy of the Alamo Region and Bexar County in 1972. San Antonio, December, 1974.

11. Ibid., pp. 17-18.

12. Ibid., p. 18.

13. Ibid.

14. Ibid., p. 19.

15. Ibid., p. 20.

CHAPTER IV - FOUR MAJOR SECTORS: AN EMPLOYMENT ANALYSES

The purpose of this chapter is to examine the employment patterns found in four major industries or sectors in San Antonio: banking, hospitals, the broadcasting industry and colleges and universities. The objective here, as in the previous chapter, is to take a broad look at these particular sectors and try to determine their employment impact on minorities and women.

A. The Banking Industry

How has the banking industry in San Antonio responded to the concept of affirmative action over the years? As indicated earlier, the banking industry was one of the focal points in the 1968 Commission hearings. At that time, Commission staff conducted a survey of 15 banks in San Antonio to determine the composition of their employment. Table 4.1 describes the work force of those banks at that time. Overall, those 15 banks employed a total work force of 2,144. Of that total, only 398, or about 19 percent were classified as minorities. Mexican Americans constituted about 16.5 percent of the work force and blacks only 2.3 percent. Only 21 Mexican Americans and two blacks were listed in the official/manager job category. Most were concentrated in the office/clerical category. Only six of the 15 banks had more than 19 percent of their work forces classified as minority.

Figure 13 and Table 4.1C in Appendix C provide a more comprehensive picture of the banking industry in 1967 and 1968. Out of a total surveyed work force of slightly over 2,100 employees in 12 establishments, only 322 were Mexican Americans and 56 were blacks. Minorities comprised only about 18 percent of the work force. Women, on the other hand, constituted almost two-thirds of the total employment. However, nearly 95 percent were concen-

Table 4.1

Distribution of Employees by Race, Ethnicity and Job Category for 15 Selected Banks San Antonio SMSA - 1968

BANK									OFFICIALS/MANAGERS								OFFICE/CLERICAL							
	Total Employees	%	Total Minority	%	Mexican American	%	Black	%	Total	%	White/ Anglo	%	Mexican American	%	Black	%	Total	%	White/ Anglo	%	Mexican American	%	Black	%
Alamo National	303	100.0	88	29.0	68	22.4	20	6.6	49	100.0	44	89.8	3	6.1	2	4.9	189	100.0	166	87.8	19	10.1	4	2.1
Bexar County Natl.	102	100.0	10	9.8	7	6.9	3	2.9	24	100.0	23	95.8	1	4.2	0	0.0	75	100.0	69	92.0	3	4.0	3	4.0
Broadway National	119	100.0	4	3.4	2	1.7	2	1.7	20	100.0	20	100.0	0	0.0	0	0.0	98	100.0	95	96.9	2	2.0	1	1.0
Citizens National	48	100.0	3	6.3	3	6.3	0	0.0	9	100.0	9	100.0	0	0.0	0	0.0	39	100.0	36	92.3	3	7.7	0	0.0
Ft. Sam Houston Natl.	168	100.0	31	18.5	29	17.3	2	1.2	28	100.0	27	96.4	1	3.6	0	0.0	138	100.0	110	79.7	28	20.3	0	0.0
Frost Natl. Bank	507	100.0	112	22.1	103	20.3	9	1.8	89	100.0	79	88.8	10	11.2	0	0.0	399	100.0	306	76.7	89	22.3	4	1.0
Groos National	109	100.0	24	22.0	21	19.3	3	2.7	23	100.0	23	100.0	0	0.0	0	0.0	64	100.0	42	65.6	21	32.8	1	1.6
Highland Park State	81	100.0	6	7.4	4	4.9	2	2.5	12	100.0	12	100.0	0	0.0	0	0.0	69	100.0	63	91.3	4	5.8	2	2.9
Jefferson State	72	100.0	1	1.4	1	1.4	0	0.0	11	100.0	11	100.0	0	0.0	0	0.0	61	100.0	60	98.4	1	1.6	0	0.0
Kelly Field Natl.	77	100.0	51	66.2	51	66.2	0	0.0	8	100.0	7	87.5	1	12.5	0	0.0	69	100.0	19	27.5	50	72.5	0	0.0
Main Bank & Trust	72	100.0	4	5.6	2	5.6	2	2.8	20	100.0	19	95.0	1	5.0	0	0.0	52	100.0	49	94.2	1	1.9	2	3.8
Mission City	25	100.0	4	16.0	3	12.0	1	4.0	7	100.0	7	100.0	0	0.0	0	0.0	17	100.0	14	82.4	3	17.6	0	0.0
Natl.Bank of Commerce	387	100.0	34	8.8	28	7.2	6	1.6	60	100.0	57	95.0	3	5.0	0	0.0	311	100.0	282	90.7	23	7.4	6	1.9
Union State	50	100.0	5	10.0	5	10.0	0	0.0	10	100.0	10	100.0	0	0.0	0	0.0	40	100.0	35	87.5	5	12.5	0	0.0
West Side State	24	100.0	21	87.5	21	87.5	0	0.0	4	100.0	3	75.0	1	25.0	0	0.0	20	100.0	0	0.0	20	100.0	0	0.0
TOTAL	2144	100.0	398	18.5	348	16.2	50	2.3	374	100.0	351	93.9	21	5.6	2	0.5	1641	100.0	1346	82.0	272	16.6	23	1.4

SOURCE: U.S. Commission on Civil Rights, Staff Report on Employment, Dec. 1968, Appendix H. San Antonio Banks. This report was prepared Commission staff for the 1968 hearings. Data was derived from 1968 EEO-1 forms provided by each of the above banks.

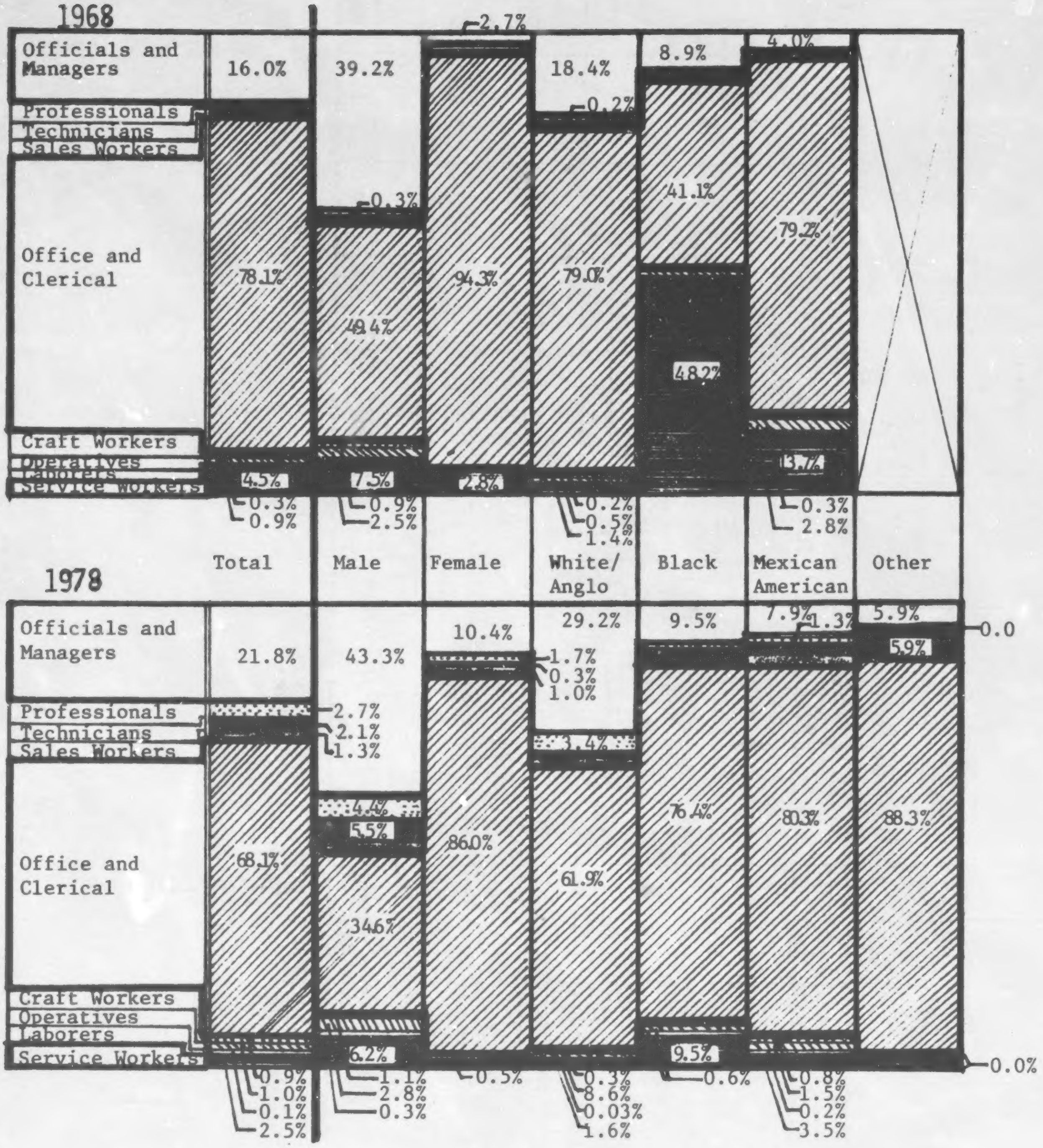

FIGURE 13
Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1968 and 1978
Banking Industry - San Antonio SMSA

SOURCE: Tables 4.1C(2) and 4.4C(2) - Appendix C.

trated in the office/clerical job category and only about 3 percent were listed as officials or managers. (See Table 4.1C(2))

As noted above, women constituted the majority of the work force. Although they made up a large portion of the banking industry's work force, they were underrepresented in a number of job areas. If we look again at Table 4.1C(3) in the Appendix, we find that female employees exceeded their proportion of the total work force in only one job category - office/clerical. In the official/manager job area, they comprised only about 11 percent of the total work force. Males, on the other hand, made up nearly 90 percent of the work force in that category. Furthermore, blacks made up only 1.5 percent and Mexican Americans about 4 percent of all employees in that job area in 1968.

With respect to minority women, most were located in the office/clerical job category. In fact, 71 percent of all black female employees, and about 84 percent of all Mexican American female employees in the banking industry were in this job category. (See Table 4.1C(5) and Figure 13)

By 1975, some improvements in the overall employment picture for minorities and women in the banking industry had occurred. Although both groups were still concentrated in the office/clerical and service job areas, there had been some movement out of these jobs into higher level jobs.

Table 4.2 describes the work force composition of 13 of the 15 banks that were surveyed in 1968. Overall employment had increased to nearly 3,100, and the minority work force made up about 33 percent of the total in these banks. Mexican Americans constituted 28 percent and blacks about 4 percent of the total work force. Asian and Native Americans comprised the remainder of the minority work force. In general, these two groups made up less than 1 percent of the banking industry's total employment.

As in the previous survey, minorities constituted only a very small portion of the total work force in the official/

Table 4.2
Distribution of Employees by Race, Ethnicity and Job Category[1] for 15 Selected Banks - San Antonio SMSA
1975

BANKS						OFFICIALS/MANAGERS					OFFICE/CLERICAL				
	Total Employees	Total Minority	Mexican American	Black	Other[2]	Total	White/ Anglo	Mexican American	Black	Other[2]	Total	White/ Anglo	Mexican American	Black	Other[2]
Alamo National	370 100.0%	167 45.1%	155 41.9%	11 3.0%	1 0.2%	101 100.0%	81 80.2%	17 16.8%	3 3.0%	0 0.0%	190 100.0%	86 45.3%	97 51.1%	6 3.2%	1 0.4%
Bexar County Bank	156 100.0%	38 24.3%	29 18.6%	8 5.1%	1 0.6%	22 100.0%	21 95.5%	1 4.5%	0 0.0%	0 0.0%	81 100.0%	60 74.1%	17 21.0%	4 4.9%	0 0.0%
Broadway National	212 100.0%	41 19.3%	29 13.7%	10 4.7%	2 0.9%	34 100.0%	33 97.1%	1 2.9%	0 0.0%	0 0.0%	174 100.0%	135 77.6%	27 15.5%	10 5.7%	2 1.1%
Citizens National	82 100.0%	14 17.0%	7 8.5%	7 8.5%	0 0.0%	13 100.0%	13 100.0%	0 0.0%	0 0.0%	0 0.0%	69 100.0%	55 79.8%	7 10.1%	7 10.1	0 0.0%
Ft. Sam Houston Natl.	187 100.0%	57 30.5%	44 23.5%	10 5.4%	3 1.6%	42 100.0%	37 88.1%	3 7.1%	1 2.4%	1 2.4%	121 100.0%	84 69.4%	32 26.4%	3 2.5%	2 1.7%
Frost Natl. Bank	956 100.0%	346 36.2%	312 32.6%	31 3.2%	3 0.3%	175 100.0%	151 86.3%	22 12.6%	2 1.1%	0 0.0%	657 100.0%	374 56.9%	256 39.0%	24 3.7%	3 0.4%
Groos National	96 100.0%	21 21.9%	16 16.7%	4 4.2%	1 1.0%	21 100.0%	21 100.0%	0 0.0%	0 0.0%	0 0.0%	72 100.0%	53 73.6%	17 23.6%	1 1.4%	1 1.4%
Highland Park State (Texas Commerce Bank)	110 100.0%	24 21.8%	12 10.9%	10 9.1%	2 1.8%	24 100.0%	22 91.7%	0 0.0%	2 8.3%	0 0.0%	83 100.0%	61 73.5%	12 14.4%	8 9.6%	2 2.4%
Jefferson State	74 100.0%	9 12.2%	6 8.1%	3 4.1%	0 0.0%	17 100.0%	17 100.0 %	0 0.0%	0 0.0%	0 0.0%	56 100.0%	48 85.7%	6 10.7%	2 3.6%	0 0.0%
Kelly Field Natl.	68 100.0%	45 66.2%	45 66.2%	0 0.0%	0 0.0%	10 100.0%	9 90.0%	1 10.0%	0 0.0%	0 0.0%	58 100.0%	14 24.1%	44 75.9%	0 0.0%	0 0.0%
Main Bank & Trust	144 100.0%	61 42.4%	53 36.8%	8 5.6%	0 0.0%	43 100.0%	31 72.1%	9 20.9%	3 7.0%	0 0.0%	101 100.0%	52 51.5%	44 43.6%	5 5.0%	0 0.0%
Mission City	— [3]	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Natl. Bank of Commerce	567 100.0%	163 28.7%	148 26.1%	13 2.3%	2 0.3%	95 100.0%	87 91.6%	8 8.4%	0 0.0%	0 0.0%	459 100.0%	307 66.9%	137 29.8%	13 2.8%	2 0.4%
Union State	68 100.0%	19 27.9%	14 20.6%	5 7.3%	0 0.0%	13 100.0%	12 92.3%	1 7.7%	0 0.0%	0 0.0%	51 100.0%	38 74.5%	12 23.5%	1 2.0%	0 0.0%
West Side State	— [3]	—	—	—	—	—	—	—	—	—	—	—	—	—	—
TOTAL	3090 100.0%	1005 32.5%	870 28.1%	120 3.9%	15 0.5%	610 100.0%	535 87.7%	63 10.3%	11 1.8%	1 0.2%	2172 100.0%	1367 62.9%	708 32.6%	84 3.9%	13 0.6%

SOURCE: Data for each of the banks listed in this table was obtained from the Mexican American Legal Defense and Educational Fund (MALDEF). MALDEF, in turn, acquired the EEO-1 reports for these banks from the Office of Federal Contract Compliance for use in their study of the local banking industry.

2. Other includes Asian and Native Americans.

3. No data available.

manager job area. For example, although Mexican Americans made up 28 percent of the total work force in these banks, they comprised only 10 percent of all those in this particular job area. The proportion for blacks was even less. In fact, black employees made up only 2 percent of all the officials and managers. Moreover in only three banks - Alamo National, First National, Main Bank and Trust - did the proportion of Mexican Americans in this job category exceed their overall percentage of 10 percent. In the case of black employees, there were only 11 official or managers out of a total of 610.

Most of the minorities in these banks were located in the office/clerical category. Mexican Americans constituted about 33 percent, blacks approximately 4 percent, and other minorities made up about 0.6 percent of the work force in this job area. However, Mexican Americans comprised over half of the office/clerical work force in only two of the surveyed banks - Alamo National (51.1%), and Kelly Field National Bank (75.9%). In only three other banks did they exceed or match their overall work force proportion in this particular job category. These banks were the Frost National Bank (39.0%), Main Bank and Trust (43.6%) and the National Bank of Commerce (29.8%).

Nearly 56 percent of all Mexican American and 44 percent of all blacks in the office/clerical category were located in two banks - Frost National Bank and the National Bank of Commerce. With respect to officials and managers, the largest number of Mexican Americans in this category were employed with the Frost Bank (22). However, they constituted only 13 percent of the total work force in that category. The next largest employer of Mexican American officials/managers on a numerical basis was the Alamo National Bank with 17.

In general, minorities exceeded or closely matched their overall proportion of 32.5 percent in only five of the surveyed banks - Alamo National, Fort Sam Houston, Frost National, Kelly Field, and Main Bank and Trust. The highest proportion of minorities were employed at Kelly Field National Bank (66.2%) and lowest proportion was at the Jefferson State Bank (12.2%).

Table 4.2C in Appendix C describes the work force composition for 22 establishments in the San Antonio metropolitan area in 1975. These banks employed a total of 4,083. Of this total, 2,788, or 68.3 percent, were White/Anglos, 153, or 3.8 percent were blacks, 1,124, or 27.5 percent, were Mexican Americans, and 18, less than 1 percent, were other minorities. Women comprised 66 percent of the work force. However, 68 percent of all blacks and about 81 percent of all Mexican American employees were in the office/clerical job area. In comparison, about 69 percent of the total work force, and only 65 percent of all White/Anglo employees were in this category. (See Table 4.2C(2))

In the official/manager category, we find that nearly 21 percent of the work force was in this job area. Yet, 43 percent of all males, and 26 percent of all White/Anglos, were in this category. In contrast, less than 10 percent of all females, blacks and Mexican Americans, were employed in that particular category.

Mexican Americans in 1975 exceeded their proportion of 27.5 percent in five job areas - technicians (36.3%), sales workers (36.4%), office and clerical (31.9%), operatives (38.0%), and service workers (39.4%). Blacks exceeded their proportion in four job areas - technicians (4.4%), operatives (6.0%), laborers (33.3%) and service/workers (33.8%). In contrast, White/Anglos exceeded their overall proportion of 68.3 percent in the two highest categories - officials/managers (85.4%) and professionals (85.0%). In every instance but one, males exceeded their proportion of 33.8 percent. That one instance was in the office/clerical job area. Nearly 82 percent of all the workers in this category were women. (See Table 4.2C(3))

Table 4.2C(5) provides a more precise breakout of the employment by race/ethnicity, gender and job category. Here we can readily see how White/Anglo males dominated the official/manager job category. Nearly 53 percent of all White/Anglo males were employed in this category. In contrast, only 21 percent of the total work force, 43 percent of all males, and only slightly over 9 percent of all females were in this category. At the opposite end was the concentration of women in the office/

clerical area. In fact, almost 86 percent of all female employees were in this particular job area. (See Table 4.2C(5))

In a special survey of the five largest banks* in San Antonio with respect to their total employment in 1975, similar patterns were evident. Again, White/Anglo males dominated the top job categories. They constituted 67 percent of all the employees in this job area. They also exceeded their proportion of 26.4 percent in the professional (52.3%), technician (45.8%), operative (53.3%), craft worker (100.0%) and service worker categories (78.3%). Overall, minorities constituted only 35.5 percent of the work force. Mexican Americans made up about 31 percent and blacks nearly 4 percent of the total employment in these institutions. However, only 9 percent of all Mexican Americans and about 8 percent of all blacks were in the official/manager job area. In comparison, 25 percent of all White/Anglos and nearly 46 percent of all males were in this category. Furthermore, although females constituted nearly 63 percent of the total work force in these five banks only about 8 percent were employed as officials and managers. On the other hand, nearly 87 percent were in the office/clerical job area.

By 1978, the patterns that were in existence in 1975 continued to persist. The overall distribution of employees by race, ethnicity, gender and job category for 23 banking institutions in San Antonio as of 1978 is described in Table 4.3C and Figure 13. This total represented slightly over half of all the banks in Bexar County. Overall, they employed a total work force of 4,329. White/Anglos constituted 65.2 percent of the work force, whereas blacks and Mexican Americans made up 4.1 and 30.3 percent, respectively. Women comprised 65.3 percent of all the employment in these banks.

With respect to their distribution among the various job categories we find that only about 8 percent of all Mexican Americans and nearly 10 percent of all black employees employed in these banks were classified as officials and managers. In contrast, nearly 22 percent of the total work force, 43 percent of all males, and 29 percent of all White/Anglos were in this particular category. If we look at the distribution within this job area, the statistics are quite revealing. For instance, 87 percent of all jobs in this area were occupied by White/Anglos. In comparison, blacks held 2 percent and Mexican Americans 11 percent of the jobs in this category. (See Table 4.3(3))

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*Alamo National Bank, Broadway National Bank, Frost National Bank, National Bank of Commerce, and San Antonio Savings.

It was noted previously that women comprised 65 percent of the total work force in these banks. However, only slightly over 10 percent were classified as official/managers. In contrast, 43 percent of the male work force was classified as such. As in previous years, the vast majority of women in this industry were concentrated in the office/clerical job area. In 1978, 86 percent of all female employees were in this particular category. (See Table 4.3C(2) and Figure 13)

Looking at the horizontal distribution, we see that women comprised about 31 percent of all the officials and managers in this category. This represented a slight improvement over the 1975 figure of 29.8 percent. With respect to the office/clerical category, they constituted over 82 percent of all the workers in these kinds of jobs. In 1975, their proportion was 81.7 percent. (See Tables 4.2C(3) and 4.3C(3))

Table 4.3C(5) describes the general distribution of all employees in this industry by gender groupings. The obvious pattern here is that White/Anglo males dominated the top jobs; whereas, females were mainly concentrated in the office/clerical area. Nearly 56 percent of all White/Anglo males were in official/manager positions. This particular group occupied slightly over 60 percent of all the positions in this category even though they comprised only about 24 percent of the work force. On the other hand, females made up 82 percent of the employees in the office/clerical category but constituted 65 percent of the total work force in the industry. Moreover, over

90 percent of all minority women were in this particular job area. In comparison, only 5 percent of all black and 4 percent of all Mexican American women were officials and managers. (See Table 4.3C(5))

Table 4.4C describes the work force composition for 22 banks and other financial institutions in the San Antonio metropolitan area. It also shows the changes that have occurred in their respective work forces since 1973. Because many institutions failed to respond to our request for 1978 employment data, it is difficult to determine any trends or employment patterns with regard to minorities and women.* However, we do have a sufficient data base to draw upon to define some general trends from 1973 to 1975 for 14 institutions.

On the basis of available data, the total work force in the surveyed institutions increased from 3,249 in 1973 to 3,435 in 1975 - an increase of 186. Women constituted 75 percent of this increase, and minority women about 63 percent. For males the overall increase was smaller. During this period the male work force increased by 247. Of this total, minorities comprised over two-thirds. Of course, these data do not indicate the kinds of jobs they were employed in. Previous data presented above shows that most employees in this industry were concentrated in two primary job areas - official/manager and office/clerical.

This pattern is similar to that found in the entire banking industry. Industrywide, almost two thirds of all workers are employed in clerical positions.[1] Many of these people are in jobs unique to banks. For instance, they are either tellers or bank clerks who process the thousands of deposit slips, checks and other documents which banks handle daily. Secretaries, stenographers, typists, receptionists, and other clerical workers perform many of the same functions in banks as in other types of businesses.

Officials and managers comprise the second largest employment category. Employees in this category are mainly responsible for administering and supervising the day-to-day operations of banks.

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*Among those banks refusing to supply data on their work force for 1978 were: Alamo National Bank, Bexar County Bank, Broadway National Bank, Frost National Bank, and the National Bank of Commerce.

As shown above, minorities have been excluded from many jobs and concentrated in others. Women have also experienced this pattern. In recognition of this situation the Mexican American Legal Defense and Educational Fund (MALDEF) in San Antonio initiated a study of the banking industry in this city in 1976. The purpose of that study was to look at the employment profiles of San Antonio's five largest banks to determine if, in fact, they were practicing affirmative action and equal employment opportunity. The five banks covered in that study were - Frost National Bank, Bexar County Bank, National Bank of Commerce, Fort Sam Houston National Bank, and the Alamo National Bank.

In February, 1979, MALDEF released its report on the banking industry in San Antonio.[2] They found that four of these banks were in noncompliance with equal opportunity laws and governing regulations.* They also found patterns indicating underutilization of minorities and women in these banks. Moreover, the report concluded that the affirmative action plans in these institutions did not provide for any job utilization analysis or EEO goals and timetables for any or all job groups.[3]

The data presented in this section largely supports MALDEF's contention with respect to employment in the entire industry. For the most part, minorities were absent from the top level jobs and women were mainly concentrated in one job area. Furthermore, the pattern in 1978 pretty much reflected the conditions found in 1968 - over ten years ago. Although there have been gains, they were minimal when looked at from a total industry perspective.

B. Hospitals

In San Antonio, there are 15 short-term general hospitals, three Department of Defense hospitals, one Veteran's Administration facility, and two State hospitals. Altogether these 21 institutions employ nearly 15,000 people in a wide range of professional, technical, and administrative fields. Moreover, this is a rapid growth industry. For example, the Texas Employment Commission in 1978 projected a 60 percent increase in the number of medical and health technicians by 1985. The TEC also projected an 80 percent increase in the number of health service workers by 1985.[4] But how did minorities and women do in this particular industry? Have they been able to reap the benefits of a rapidly expanding industry?

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*The one exception was the Alamo National Bank. This bank was found to be somewhat successful in the utilization of minorities in parity to their work force availability in San Antonio. MALDEF also noted that this bank was the only one in the San Antonio area which had an adequate representation of Mexican Americans in proportion to their work force proportion.

In general, minorities and women constituted a large portion of the work force in this industry. For example, in 1973, slightly over 12,500 people were employed in 19 hospitals throughout the metropolitan area. Of that total, 5,368, or 42.9 percent, were White/Anglos, 16.7 percent, or 2,090, were blacks, 4,909, or 39.2 percent were Mexican Americans, and 147, or slightly over 1 percent, were Asian and Native Americans. Women constituted nearly 72 percent of this work force. (See Table 4.5C(1))

Most of the work force was employed in four job categories: professionals (16.5%), technicians (21.3%), office and clerical (15.8%), and service (33.3%). Women employees exceeded these proportions in every category except one - service workers. Approximately 31 percent of all women employees were in this category. This compares with 33 percent of the total work force and 40 percent for males. Another interesting finding is the fact that slightly over 10 percent of all males were employed as officials and managers. In contrast, only 6 percent of the entire work force and about 4 percent of all females were in this category.

White/Anglos held most of the administrative and professional jobs, while minorities were mainly located in the technician, operative, laborer and service categories. Women, on the other hand, held most of the jobs in every category except two - craft workers, and laborers. Overall, they constituted slightly over half of all employees in the official/manager category, and over 76 percent of all employees in the professional and technician job areas. They also comprised most of the work force in the office/clerical category and 66 percent of the service workers.

The highest proportion of White/Anglos were in the professional job area. Blacks, on the other hand, were mainly employed as technicians (33.4%) and service workers (45.2%). Mexican Americans were also heavily employed in these two job categories. Slightly over one-third of all Asian and Native Americans were employed as professionals. (See Table 4.5 (2))

If we look at the distribution on a horizontal basis, females exceeded their proportion of 71.6 percent in four job categories - professionals, technicians, sales workers, office and clerical. Males, on the other hand, exceeded their proportion in every category except the four listed for females. (See Table 4.5C(3))

Looking at the individual racial/ethnic groups, we find that White/Anglos did well in the administrative and professional job areas; but minorities were mainly located in the technician, office/ clerical and blue collar jobs. They also constituted a large portion of the service work force.

Table 4.5C(5) in Appendix C shows the extent of these patterns. Nearly 63 percent of all black and 53 percent of all Mexican American males were employed as service workers. In contrast, only about 7 percent of all black males and 5 percent of all Mexican American males were in the official/manager job area. The second highest job category for both was the technician job area. For minority females, a similar pattern held. About 40 percent of all Mexican American and black women were in the service category. They were also heavily concentrated in the technician job area.

In general, White/Anglo females held 40 percent of all official/manager jobs and over 59 percent of the professional jobs. Black females, on the other hand, comprised nearly 24 percent of all the technicians. Mexican American females constituted nearly 30 percent of the work force in this category. Both were also located in significant proportions in the office/ clerical and service categories. (Table 4.5C(6))

In 1978, the same patterns were found. Looking at a smaller sample of hospitals - 13 units/10 employers - we find that women comprised over three-fourths of the work force. Of the 9,013 employees working in these 13 hospitals, 6,856 were women. On a racial/ethnic basis, White/Anglos comprised 41 percent of the total work force, while blacks and Mexican Americans made up 14.5 and 44.0 percent, respectively. Other minorities constituted less than 1 percent of the total work force. (See Table 4.6C(1))

Figure 14 describes the overall work force distribution by race, ethnicity, and gender for both 1973 and 1978. A larger proportion of the work force was located in the official/manager, professional, technician, and office/clerical categories than that found in 1973. Conversely, fewer workers in 1978 were in the blue collar and service categories. Most males were employed in the official/manager, technician, laborer and service worker job areas. Females were mostly concentrated in the professional, technician, office/clerical, and service worker categories.

The majority of White/Anglos were employed as professionals. Blacks and Mexican Americans were mainly working in technician and service worker categories. Asian and Native Americans were mainly employed as professionals. (See Table4.6C(2) and Figure 14)

Across and within the various job categories, males exceeded their work force proportion of 23.9 percent in five job areas - officials/managers, craft workers, operatives, laborers, and service workers. Females, on the other hand, exceeded their proportion in the professional, technician, and office/clerical categories.

Within each of the racial/ethnic groups, White/Anglos generally exceeded their proportions in the official/managers and professional categories. Blacks exceeded their proportions in two categories: technicians and service workers. Mexican Americans, on the other hand, exceeded their work force proportion in every category but two - officials/managers and professionals. (See Table 4.6C(3))

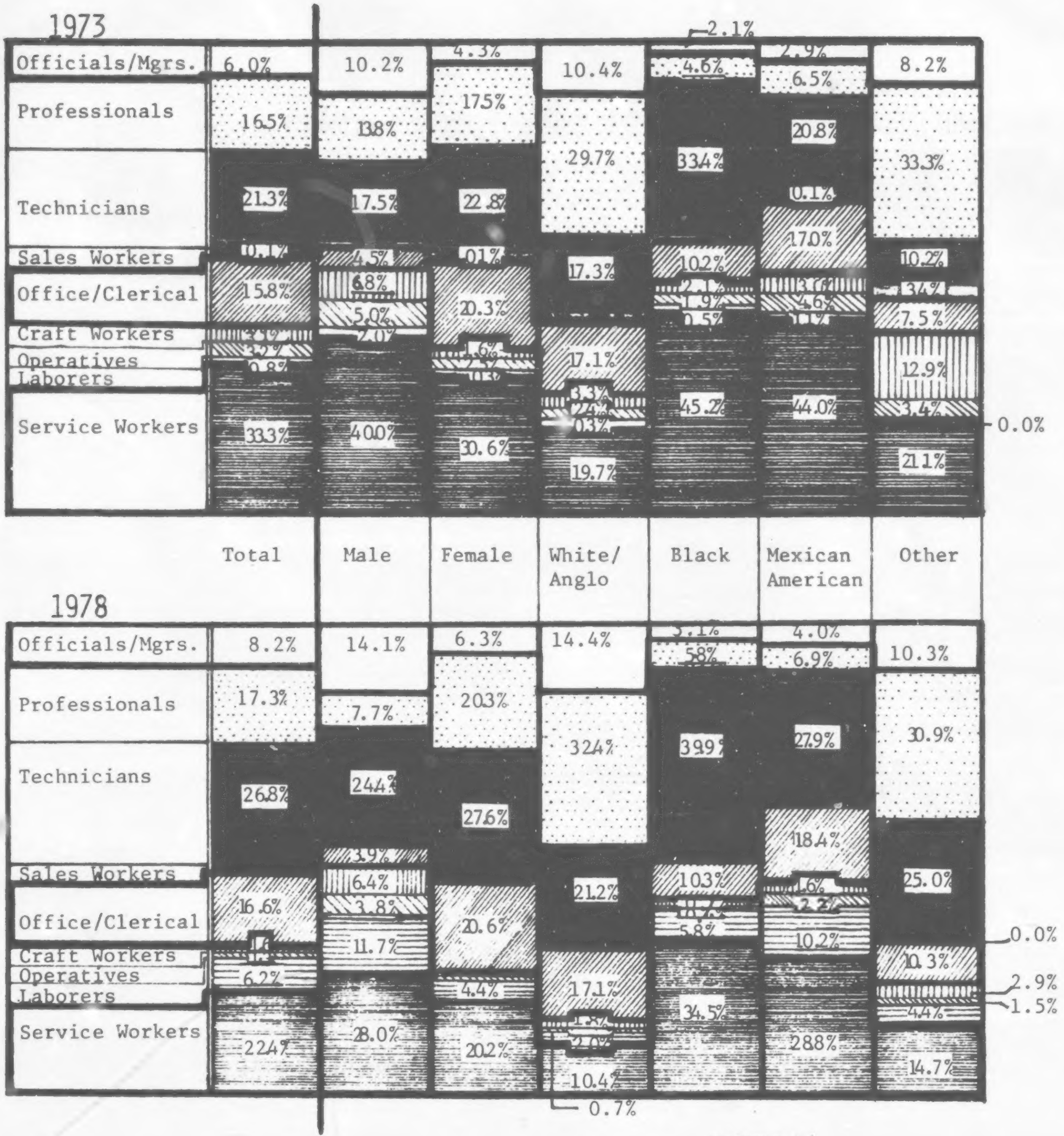

FIGURE 14
Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1973 and 1978

Hospital Sector
San Antonio SMSA

SOURCE: Tables 4.6C(2) and 4.7C(2), Appendix C.

Over one-fourth of all White/Anglo males were employed as officials/managers. In comparison, the largest proportion of black and Mexican American males were located in the service worker category. For females, we find that most White/Anglos were in the professional category. For blacks, nearly 44 percent were employed as technicians. Another 32 percent were employed in the service worker category. Mexican American women, on the other hand, were working primarily in three job areas - technicians, office/clerical and service worker categories. For Asian and Native American women, we find that slightly over 33 percent were employed in the professional category, another 27 percent were employed as technicians. (See Table 4.6C(5))

Table 4.3 describes the work force composition of six major hospitals in San Antonio - Southwest Methodist, Metropolitan, Nix Memorial, St. Luke's Lutheran, San Antonio Community and Santa Rosa. As of 1978, these six institutions employed a total work force of 5,666. Seventy-five percent of the work force was composed of females. Slightly over 75 percent of the total work force in these institutions were employed in white collar jobs and about 22 percent were employed in service-type jobs. The rest were located in blue collar jobs. About 81 percent of the white collar and 60 percent of the service work force were composed of females.

With respect to the racial/ethnic make-up of the employment in these institutions, about 45 percent were White/Anglos and the remainder - 55 percent - were minorities. Minorities comprised most of the work force in the blue collar and service job categories. White/Anglos, on the other hand, constituted the majority of all white collar workers in these institutions.

Santa Rosa Hospital was by far the largest of the six hospitals. This institution also employed the largest minority work force. In 1978, slightly over 67 percent of their total work force was composed of minorities. Moreover, a large portion of that work force was employed in white collar jobs.

Table 4.3

Employment Profile of Six Hospitals in San Antonio by Race, Ethnicity, Gender and Job Category

1978

	METHODIST				METROPOLITAN				NIX MEMORIAL			
	Total	White Collar[1]	Blue Collar[2]	Service[3]	Total	White Collar	Blue Collar	Service	Total	White Collar	Blue Collar	Service
Total Employment	1263 100.0	946 100.0	46 100.0	271 100.0	520 100.0	402 100.0	10 100.0	108 100.0	506 100.0	324 100.0	0 100.0	182 100.0
Male	330 26.1	179 18.9	42 91.3	109 40.2	107 20.6	67 16.7	10 100.0	30 27.8	85 16.8	43 13.3	0 0.0	42 23.1
Female	933 73.9	767 81.1	4 8.7	162 59.8	413 79.4	335 83.3	0 0.0	78 72.2	421 83.2	281 86.7	0 0.0	140 76.9
White/Anglo	714 56.5	623 65.9	17 37.0	74 27.3	231 44.4	213 53.0	6 60.0	12 11.1	167 33.0	156 48.1	0 0.0	11 6.0
Mexican American	407 32.2	244 25.8	22 47.8	141 52.0	228 43.8	150 37.3	3 30.0	75 69.4	278 59.9	127 39.2	0 0.0	151 83.0
Black	125 9.9	64 6.7	7 15.2	54 19.9	56 10.8	34 8.5	1 10.0	21 19.4	56 11.1	37 11.4	0 0.0	19 10.4
Other[4]	17 1.3	15 1.6	0 0.0	2 0.7	5 1.0	5 1.2	0 0.0	0 0.0	5 1.0	4 1.2	0 0.0	1 0.5
Total Minority	549 43.5	323 34.1	29 63.0	197 72.7	289 55.6	189 47.0	4 40.0	96 88.9	339 67.0	168 51.7	0 0.0	171 94.0

1. White collar category includes official/managers, professionals, technicians, sales workers and office/clerical jobs.
2. Blue collar category includes craft workers, operatives and laborers.
3. Service category includes only service workers.
4. "Other" includes Asian and Native Americans.

SOURCE: EEO-1 forms provided by each of the institutions, on a voluntary basis, for the year 1978.

Table 4.3 (Cont.)

Employment Profile of Six Hospitals in San Antonio by Race, Ethnicity, Gender and Job Category 1978

	ST. LUKE'S LUTHERAN				SAN ANTONIO COMMUNITY				SANTA ROSA			
	Total	White[1] Collar	Blue[2] Collar	Service[3]	Total	White Collar	Blue Collar	Service	Total	White Collar	Blue Collar	Service
Total Employment	206 100.0	171 100.0	0 100.0	35 100.0	717 100.0	625 100.0	1 100.0	91 100.0	2454 100.0	1796 100.0	111 100.0	547 100.0
Male	50 24.3	29 17.0	0 0.0	21 60.0	175 24.4	116 18.6	1 100.0	58 63.7	672 27.4	357 19.9	81 73.0	234 42.8
Female	156 75.7	142 83.0	0 0.0	14 40.0	542 75.6	509 81.4	0 0.0	33 36.3	1782 72.6	1439 80.1	30 27.0	313 57.2
White/Anglo	144 69.9	133 77.8	0 0.0	11 31.4	469 65.4	417 66.7	0 0.0	52 57.1	803 32.7	706 39.3	23 20.7	74 13.5
Mexican American	41 19.9	28 16.4	0 0.0	13 37.1	207 28.9	173 27.7	1 100.0	33 36.3	1310 53.4	829 46.2	83 74.8	398 72.8
Black	21 10.2	10 5.8	0 0.0	11 31.4	33 4.6	28 4.5	0 0.0	5 5.5	320 13.0	246 13.7	2 1.8	72 13.2
Other[4]	0 0.0	0 0.0	0 0.0	0 0.0	8 1.1	7 1.1	0 0.0	1 1.1	21 0.9	15 0.8	3 2.7	3 0.5
Total Minority	62 30.1	38 22.2	0 0.0	24 68.6	248 34.6	208 33.3	1 100.0	39 42.9	1651 67.3	1090 60.7	88 79.3	473 86.5

1. White collar category includes official/managers, professionals, technicians, sales workers and office/clerical jobs.
2. Blue collar category includes craft workers, operatives and laborers.
3. Service category includes only service workers.
4. "Other" includes Asian and Native Americans.

Nix Memorial Hospital employed the largest female work force on a proportional basis. Over 83 percent of their total employment was composed of females. A large portion of that work force was in professional, technician and office/clerical type jobs.

There are also two major State hospitals - San Antonio Chest Hospital, and the San Antonio State Tuberculosis Hospital. These two institutions were combined with the Bexar County Hospital District* to form the data base for Table 4.7C in Appendix C. These institutions were classified as public, non-profit. Together they employed a total of 3,892. White/Anglos comprised nearly 36 percent of the total work force. Blacks and Mexican Americans constituted 18.3 and 45.3 percent, respectively. Other minorities comprised less than 1 percent.

With respect to gender, women made up 67.5 percent of the total employment. Most were employed as professionals, technicians, office/clerical, and service maintenance workers. Nearly 26 percent were located in the office/clerical job area. Males, in comparison, were mainly employed as professionals, technicians and service/maintenance personnel. In general, they exceeded the total work force in the official/administrative, professional, protective service, paraprofessional, skilled craft, and service/maintenance job areas. Females exceeded the total work force proportion only in the technician and office/clerical job areas. (See Table 4.7C(2))

Most White/Anglos were employed as professionals. Minorities were mainly employed in the technician, paraprofessional, office/clerical, and service/maintenance job areas. The largest number of blacks were in the technician job category. Most of the Mexican American workers were in service/maintenance-type jobs.

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*Although employment data was specifically requested from the Bexar County Hospital District, they refused to provide such data. However, information for the district was obtained from a computer printout summarizing EEO-4 data for Special Districts in Texas as of November, 1977, by job category, race, ethnicity, and gender. This data was aggregated with employment information from the other two institutions.

Overall, the patterns found in these institutions were the same as that found in the private sector. As in the private hospitals, females exceeded or matched their proportion of the work force in almost every job area. Their lowest proportion was in the skilled craft area. Their highest proportion was in the office/clerical sector.

Generally, White/Anglos constituted the largest proportion of workers in the official/administrative and professional categories. Minorities were mainly located in the technician, paraprofessional, office/clerical and service/maintenance jobs. Mexican Americans made up the largest proportion of the work force in five job categories: technicians, protective service, paraprofessional, office/clerical and service/maintenance. (See Table 4.7C(3))

Within the male gender group, White/Anglos comprised the majority of all administrators, officials and professionals. Mexican American males, on the other hand, constituted most of all males employed in the other job categories. A similar pattern was also found for females. The largest proportion of Mexican American males were employed in the service/maintenance area. Mexican American females constituted 87 percent of all the females in the protective service category. (See Table 4.7C(5))

In general, minorities and women held many of the jobs in this industry. However, a careful review of the data shows that White/Anglos - both males and females -tended to be located in the official/administrative/managerial and professional categories more frequently than minorities. Mexican Americans and blacks occupied most of the technician, office/clerical, blue collar and service-related jobs.

C. The Broadcasting Industry

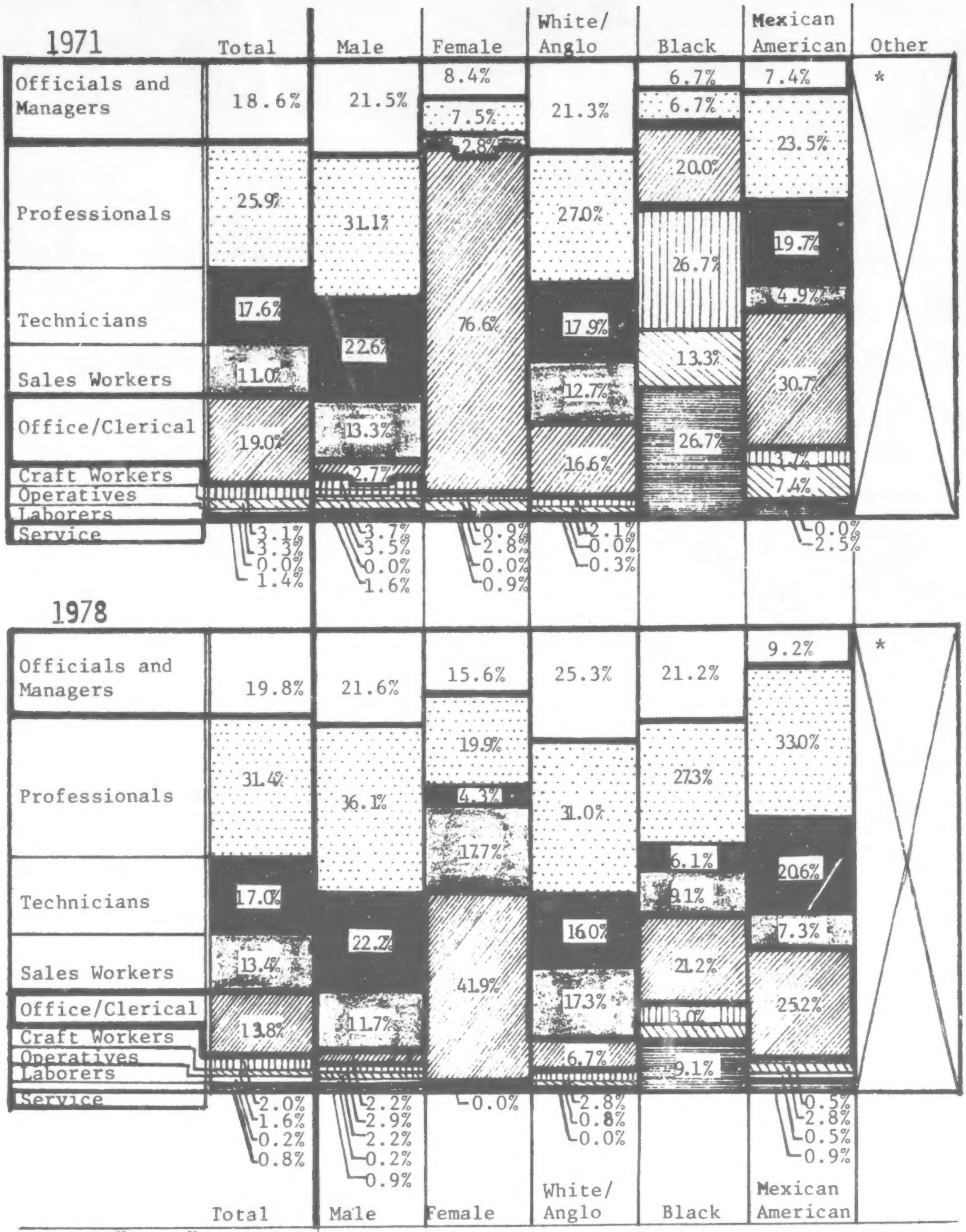
In 1971, the first year that data describing the work force in this industry was made available, 483 persons were employed in some 16 local radio and television stations. Of this total, 385, or 79.7 percent, were White/Anglo, 15 or 3.1 percent were blacks, 81 or nearly 17 percent were Mexican Americans, and less than 1 percent were classified as Asian or Native Americans. Women constituted only about 22 percent of the work force. In general, the industry at that time was dominated mainly by White/Anglo males. (See Table 4.8C(1))

Figure 15 describes the work force in the industry for two specific years: 1971 and 1978. Nearly 26 percent of the work force in this industry was employed in the professional category. The next three largest job categories were office/clerical (19.0%), officials and managers (18.6%) and technicians (17.6%). White/Anglos and males comprised over 80 percent of all those employed as officials and managers, professionals, technicians and sales workers. Only in the office/clerical, blue collar, and service categories did they fail to occupy at least 80 percent of the jobs. (See Table 4.8C(2))

Female employees held 89 percent of all the jobs in the office/clerical job category. A large proportion of these female employees were White/Anglos. The next largest category for females was the operative job area. Here, women comprised about 19 percent of all the jobs. (See Table 4.8C(2))

Minorities were mainly concentrated in the operative and service worker job areas. Blacks comprised about 27 percent of all the workers in the craft job area and 57 percent of all those in the service job category. Mexican Americans did somewhat better exceeding their work force proportion of 16.8 percent in five job areas: technicians, office/clerical, craft, operatives, and service workers. (See Table 4.8C(2))

Table 4.8C(3) shows the overall distribution by gender, race/ethnicity and job category. The patterns described above are clearly depicted here. As indicated earlier, White/Anglo males occupied most of the jobs at the top levels. Women, on the other hand, held most of the jobs in the office/clerical job area.



*Only 2 "other" minorities were listed.

FIGURE 15
Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1971 and 1978
Broadcasting Industry
San Antonio SMSA

SOURCE: Annual Employment Report: 1978, FCC.

In 1975, employment in this industry expanded to 570. White/Anglos constituted about 64 percent of the work force; whereas, blacks and Mexican Americans comprised 5 and 31 percent of the total, respectively. Women made up about 23 percent of the work force. (See Table 4.9C(2))

The statistics indicate that minorities and women did make some progress since 1971. For example, the number and proportion of White/Anglos declined in every job category, although they still constituted most of the employees in the official/manager, professional, technician and sales worker categories. However, they exceeded their proportion of total work force in three of these job areas - officials/managers (76.0%), technicians (70.7%) and sales (81.0%).

Blacks showed some progress. In 1971, for example, only two blacks were in the official/manager, and professional job areas. By 1975, the number of blacks in these two important job areas increased to five and nine, respectively. In fact, one-third of all blacks in the industry at that time were in the professional category.

Mexican Americans also showed some progress. Their total work force increased from 81 to 177 in 1975. They exceeded their overall work force proportion of 31 percent - up from 17 percent in 1971 - in the professional, office/clerical, operative, laborer and service worker job areas. More importantly, about 14 percent were employed in the official/manager category, and 60 or about 34 percent were in the professional category.

The number of women employed in this industry also increased slightly. Significant gains were made in the official/manager and professional job areas. In 1975, 18 percent of all female workers were employed as officials and managers, and 16 percent were employed as professionals. However, they still constituted only a small proportion of the work force at these two levels.

As of 1978, some 640 persons were employed in the broadcasting industry in San Antonio. White/Anglos composed about

61 percent of the total work force. Blacks and Mexican Americans constituted 5.2 and 34.0 percent of the work force. Women increased their proportion to slightly over 29 percent. Thus, the number and proportion of minority workers continued to increase.

White/Anglo males comprised over half of the work force in the official/manager, professional, technician and sales worker job areas. They exceeded their overall proportion in three job categories by a wide margin: officials/managers (77.2%), sales workers (77.9%), and craft workers (84.6%). Most were employed in the professional job area, however. Thirty-one percent of all White/Anglo workers were in this particular job area. In contrast, 31.4 percent of the total work force, 36 percent of the male work force, and about 20 percent of all females were in this job area. However, 33 percent of all Mexican American employees, and 27 percent of the total black work force were also employed in this category. (See Table 4.10C(1) and Figure 15)

Women continued to occupy most of the jobs in the office/clerical sector. In fact, nearly 89 percent of all employees in this category were women. However, there was a significant increase in the number of women employed as officials and managers. For example, in 1975, women comprised about 19 percent of all the employees in this job area. By 1978 they made up nearly 23 percent of the total work force in this category. Most were White/Anglos. Mexican American and black women comprised only about 6 and 2 percent, respectively, of all the officials and managers in the industry. Most minority women, on the other hand, were concentrated in the office/clerical job area. Mexican American females, for example, constituted nearly 56 percent of all employees in this job area. They made up only 11.4 percent of the total work force. (See Table 4.10C(4) and Figure 15)

As Table 4.4 shows, there has been an increase in the overall work force. However, the increase has been rather slow. Both minorities and women have shared in this growth. At the same time, the number and proportion of White/Anglos declined from 67.9 percent in 1973 to 63.3 percent in 1977. The total also includes part-time employees. In 1977, part-time workers comprised about 14 percent of the total work force. For women, the percentage of part-time employees was 10 percent, for minorities, it was 16 percent and for White/Anglos it was about 13 percent.

With respect to salary distributions, Table 4.4 shows that White/Anglos comprised nearly 72 percent of all employees in the higher pay category. Minorities, on the other hand, constituted only 28 percent of those in this category. Female employees had an even lower proportion. Conversely, minorities made up nearly 64 percent of all those in the lower pay category. In comparison, White/Anglos constituted only 37 percent of all employees in this category.

Tables 4.5 and 4.6 describe the work force composition of each of the major radio and television stations in San Antonio for two years: 1971 and 1978. From 1971 through 1978 the work force in this industry increased from 474 to about 600. About 53 percent of this total increase consisted of females. The largest increase occurred among Mexican American females. With respect to males, there was an overall increase of 59. However, there was a decline in the number of White/Anglos employed in this industry. This decline was more than offset by the increase in minority males. The largest increase during this seven-year period occurred among Mexican American males. In 1971 they comprised only about 12 percent of the entire work force. By 1978, they constituted nearly 24 percent.

The patterns described in Figure 15 and Tables 4.5 and 4.6 suggest that minorities and women have made some gain since 1971 in San Antonio's broadcasting industry. Yet, despite their

Table 4.4

Distribution of Employees by Race, Ethnicity and Gender in the Broadcasting Industry - San Antonio 1973-1977

			MINORITIES (Including Female Employees)				
	Total Employees	Total Females	Total Minorities	Black	Mexican American	Other	White/ Anglo
Full Time Higher Pay-1977	511 100.0%	90 17.6%	144 28.2%	14 2.7%	128 25.1%	2 0.4%	367 71.8%
Full Time Lower Pay-1977	145 100.0%	94 64.8	92 63.5	13 9.0	79 54.5	0 0.0	53 36.5
Full Time Total - 1977	656 100.0%	184 28.0	236 36.0	27 4.1	207 31.6	2 0.3	420 64.0
Part Time Total - 1977	110 100.0%	21 19.1	45 40.9	14 12.7	29 26.4	2 1.8	65 59.1
Total Employees 1977	766 100.0%	205 26.8	281 36.7	41 5.4	236 30.8	4 0.5	485 63.3
Total Employees 1976	803 100.0%	212 26.4	281 35.0	34 4.2	241 30.0	6 0.8	522 65.0
Total Employees 1975	733 100.0%	190 25.9	257 35.1	27 3.7	226 30.8	4 0.6	476 64.9
Total Employees 1974	789 100.0%	200 25.3	272 34.5	34 4.3	234 29.7	4 0.5	517 65.5
Total Employees 1973	723 100.0%	173 23.9	232 32.1	24 3.3	203 28.1	5 0.7	491 67.9
Change 1973-1977	+ 43 5.6%	+ 32 15.6%	+ 49 17.4%	+ 17 41.5%	+ 33 14.0%	-1 25.0%	- 6 1.2%

SOURCE: Federal Communications, Commission, Broadcast Bureau, Employment in the Broadcasting Industry 1977, Policy Analyses Branch, Washington, D.C., Dec. 1977, pp. 715-719. San Antonio Metropolitan Area.
Note: The higher pay category includes officials and managers, professionals, technicians and sales workers. The lower pay category includes those employed in the office/clerical, craftsmen, operative, laborer and service worker categories.

Table 4.5
Employment Profile of Radio and Television Stations in San Antonio by Race, Ethnicity and Gender
1971 and 1978

Station/ Call Letter	White/Anglo		Black		Mexican American		Other		Total Minority		Total		Grand Total
	M	F	M	F	M	F	M	F	M	F	M	F	
KENS-TV													
1978	50	14	2	0	23	8	0	0	25	8	75	22	97
1971	47	9	0	0	11	2	0	0	11	2	58	11	69
	+3	+5	+2	0	+12	+6	0	0	+14	+16	+17	+11	+28
KSAT-TV													
1978	40	20	3	3	18	4	0	0	21	7	61	27	88
1971	47	16	2	0	10	3	0	0	12	3	59	19	78
	-7	+4	+1	+3	+8	+1	0	0	+9	+4	+2	+8	+10
KWEX-TV													
1978	6	0	0	0	29	9	0	0	29	9	35	9	44
1971	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
KMOL-TV													
1978	43	9	3	2	18	8	0	0	21	10	64	19	83
1971	55	15	4	0	6	5	0	0	10	5	65	20	85
	-12	-6	-1	+2	+2	+3	0	0	+11	+5	-1	-1	-2
KAPE													
1978	1	3	6	3	1	0	0	0	7	3	8	6	14
1971	3	0	3	2	0	0	0	0	3	2	6	2	8
	-2	+3	+3	+1	+1	0	0	0	+4	-2	+2	+4	+6
KBUC													
1978	15	6	0	1	2	1	0	0	2	2	17	8	25
1971	13	2	0	0	1	0	1	0	2	0	15	2	17
	+2	+4	0	+1	+1	+1	-1	0	0	+2	+2	+6	+8
KCOR/KQXT													
1978	16	4	0	0	14	7	0	0	14	7	30	11	41
1971	13	4	0	1	8	4	0	0	8	5	21	9	30
	+3	0	0	-1	+6	+3	0	0	+6	+2	+9	+2	+11
KEDA													
1978	2	0	0	0	7	4	0	0	7	4	9	4	13
1971	1	0	0	0	7	1	0	0	7	1	8	1	9
	+1	0	0	0	0	+3	0	0	0	+3	+1	+3	+4
KKYX													
1978	16	6	0	0	4	1	0	0	4	1	20	7	27
1971	15	1	1	1	2	1	0	0	3	2	18	3	21
	+1	+5	-1	-1	+2	0	0	0	+1	-1	+2	+4	+6
KMAC/KISS													
1978	9	1	0	1	1	3	0	0	2	4	10	5	15
1971	8	4	0	0	0	0	0	0	0	0	8	4	12
	+1	-3	0	+1	+1	+3	0	0	+2	+4	+2	+1	+3
KONO/KITY													
1978	22	8	1	0	5	8	1	1	7	9	29	17	46
1971	32	11	2	0	4	4	1	0	7	4	39	15	54
	-10	-3	-1	0	+1	+4	0	+1	0	+5	-10	+2	+8
KUCA													
1978	3	1	0	0	7	3	0	0	7	3	10	4	14
1971	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
KTSA/KTFM													
1978	19	8	1	1	6	5	0	0	7	6	26	14	40
1971	22	6	0	0	2	0	0	1	2	1	24	7	31
	-3	+2	-1	+1	+4	+5	0	-1	+5	+5	+2	+7	+9
WOAI													
1978	21	9	0	0	5	4	0	0	5	4	26	13	39
1971	17	4	0	0	3	1	0	0	3	1	20	5	25
	+4	+5	0	0	+2	+3	0	0	+2	+3	+6	+8	+14
KITE													
1978	5	3	0	0	3	3	0	0	3	3	8	6	14
1971	26	4	0	0	2	3	0	0	2	3	28	7	35
	-21	-1	0	0	+1	0	0	0	+1	0	-20	-1	-21
TOTAL 1978	268	92	16	11	143	68	1	1	160	80	428	172	600
1971	299	76	12	4	56	24	2	1	70	29	369	105	474
Change	-31	+16	+4	+7	+87	+44	-1	0	+90	+51	+59	+67	+126

SOURCE: Federal Communications Commission, Annual Employment Reports - 1971 and 1978 - (FCC-395), Washington, D.C.

Table 4.6
Employment Profile of Radio and Television Stations in San Antonio by Race, Ethnicity and Gender 1971 and 1978

Percentage Distribution

Station Call Letter	White/Anglo		Black		Mexican American		Other		Total Minority		Total		Grand Total
	M	F	M	F	M	F	M	F	M	F	M	F	
KENS-TV													
1978	51.5	14.4	2.1	0.0	23.7	8.2	0.0	0.0	25.8	8.2	77.3	22.7	100.0%
1971	68.1	13.0	0.0	0.0	15.9	2.9	0.0	0.0	15.9	2.9	84.1	15.9	100.0%
KSAT-TV													
1978	45.5	22.7	3.4	3.4	20.5	4.5	0.0	0.0	23.9	8.0	69.3	30.7	100.0%
1971	60.3	20.5	2.6	0.0	12.8	3.8	0.0	0.0	15.4	3.8	75.6	24.4	100.0%
KWEX-TV													
1978	13.6	0.0	0.0	0.0	65.9	20.5	0.0	0.0	65.9	20.5	79.5	20.5	100.0%
1971	-	-	-	-	-	-	-	-	-	-	-	-	100.0%
KMOL-TV													
1978	51.8	10.8	3.6	2.4	21.7	9.6	0.0	0.0	25.3	12.0	77.1	22.9	100.0%
1971	64.7	17.6	4.7	0.0	7.1	5.9	0.0	0.0	11.8	5.9	76.5	23.5	100.0%
KAPE													
1978	7.1	21.4	42.9	21.4	7.1	0.0	0.0	0.0	50.0	21.4	57.1	42.9	100.0%
1971	37.5	0.0	37.5	25.0	0.0	0.0	0.0	0.0	37.5	25.0	75.0	25.0	100.0%
KBUC													
1978	60.0	24.0	0.0	4.0	8.0	4.0	0.0	0.0	8.0	8.0	68.0	32.0	100.0%
1971	76.5	11.8	0.0	0.0	5.9	0.0	5.9	0.0	11.8	0.0	88.2	11.8	100.0%
KCOR/KQXT													
1978	39.0	9.8	0.0	0.0	34.1	17.1	0.0	0.0	34.1	17.1	73.2	26.8	100.0%
1971	43.3	13.3	0.0	3.3	26.7	13.3	0.0	0.0	26.7	16.7	70.0	30.0	100.0%
KEDA													
1978	15.4	0.0	0.0	0.0	53.8	30.8	0.0	0.0	53.8	30.8	69.2	30.8	100.0%
1971	11.1	0.0	0.0	0.0	77.8	11.1	0.0	0.0	77.8	11.1	88.9	11.1	100.0%
KKYX													
1978	59.3	22.2	0.0	0.0	14.8	3.7	0.0	0.0	14.8	3.7	74.1	25.9	100.0%
1971	71.4	4.8	4.8	4.8	9.5	4.8	0.0	0.0	14.3	9.5	85.7	14.3	100.0%
KMAC/KISS													
1978	60.0	6.7	0.0	6.7	6.7	20.0	0.0	0.0	13.3	26.7	66.7	33.3	100.0%
1971	66.7	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	66.7	33.3	100.0%
KONO/KITY													
1978	47.8	17.4	2.2	0.0	10.9	17.4	2.2	2.2	15.2	19.6	63.0	37.0	100.0%
1971	59.3	20.4	3.7	0.0	7.4	7.4	1.9	0.0	13.0	7.4	72.2	27.8	100.0%
KUKA													
1978	21.4	7.1	0.0	0.0	50.0	21.4	0.0	0.0	50.0	21.4	71.4	28.6	100.0%
1971	-	-	-	-	-	-	-	-	-	-	-	-	100.0%
KTSA/KTFM													
1978	47.5	20.0	2.5	2.5	15.0	12.5	0.0	0.0	17.5	15.0	65.0	35.0	100.0%
1971	71.0	19.4	0.0	0.0	6.5	0.0	0.0	3.2	6.5	3.2	77.4	22.6	100.0%
WOAI													
1978	53.8	23.1	0.0	0.0	12.8	10.3	0.0	0.0	12.8	10.3	66.7	33.3	100.0%
1971	68.0	16.0	0.0	0.0	12.0	4.0	0.0	0.0	12.0	4.0	80.0	20.0	100.0%
KITE													
1978	35.7	21.4	0.0	0.0	21.4	21.4	0.0	0.0	21.4	21.4	57.1	41.7	100.0%
1971	74.3	11.4	0.0	0.0	5.7	8.6	0.0	0.0	5.7	8.6	80.0	20.0	100.0%
TOTAL 1978	44.7	15.3	2.7	1.8	23.8	11.3	0.2	0.2	26.7	13.3	71.3	28.7	100.0%
1971	63.1	16.0	2.5	0.8	11.8	5.1	0.4	0.2	14.8	6.1	77.8	22.2	100.0%

SOURCE: Federal Communications Commission, Annual Employment Reports - 1971 and 1978 - (FCC-395), Washington, D.C.

overall increase in employment, minorities and women were still largely excluded from the major decision-making levels in many of these stations. Of course, the actual status of these groups insofar as policymaking positions are concerned is difficult to ascertain on the basis of this data. But, if we look at the 1978 FCC data, we find that minorities and women comprised only a very small proportion of all those in the official/manager job category. Moreover, as Table 4.4 shows, they made up most of the work force in the lower pay levels.

If we look at each of the sectors separately, we also see some interesting patterns. For example, minorities comprised 38 percent of the total work force in the 11 radio stations listed in Table 4.5 as of 1978. However, blacks made up only 5 percent of the total employment in these stations. Mexican Americans, on the other hand, comprised about 33 percent of the total. But, 45 percent of all Mexican American employees were concentrated in three stations - KCOR, KEDA and KUCA. These stations are mainly oriented toward the Mexican American community in San Antonio. Also, 60 percent of all blacks in the industry were employed by one station - KAPE. This station is primarily directed toward the black community.

With respect to television, minorities comprised nearly 42 percent of the total work force in the four major stations in San Antonio - KENS, KSAT, KWEX, and KMOL - as of 1978. However, blacks constituted only about 4 percent of the total employment. Moreover, while Mexican Americans made up nearly 38 percent of the work force in these stations, a large proportion was employed by one station - KWEX, a Spanish language station.

Thus, while the number and proportion of minorities in San Antonio's broadcasting industry has increased over the years, much of this increase was concentrated in a relatively small number of stations. Even if we consider these modest gains to be significant, minorities continued to have only a small voice in determining overall policy and direction in the industry.

D. Colleges and Universities

Ten colleges and universities dot the city. These public and private institutions include Incarnate Word College, the National University of Mexico, Oblate College, Our Lady of the Lake University, St. Mary's University, St. Philip's College, San Antonio College, Trinity University, The University of Texas Health Science Center at San Antonio, and the University of Texas at San Antonio.

These schools enroll more than 47,000 students in a wide range of academic, paraprofessional and professional areas as well as the career-oriented specialized programs that relate to contemporary needs. Degrees offered range from the two-year associate to the doctorate.

The question we must ask in the context of this report is how have these institutions responded to the needs of minorities and women, especially in terms of their employment? In many respects these institutions play a rather specialized role in our society. They are geared primarily to educate and to teach people how to learn. Who teaches is of vital concern to many. How these institutions reach out into the community is also important.

Because they are rooted in the community they have an additional responsibility to serve it. Perhaps more than any of our institutions, colleges and universities must reach out to ensure a diversity of ideas and people to teach these ideas. This means that they must assume an active role to seek this diversity. It also means that they must take additional steps to ensure that equal employment opportunity is a reality.

With the above in mind, the purpose of this section is to examine the employment make-up of these colleges and universities. Emphasis will be placed on seven institutions: Incarnate Word College, Our Lady of the Lake University, San Antonio Junior College, St. Philip's Junior College, St. Mary's University, Trinity University, and the University of Texas at San Antonio. These seven universities and colleges were selected because they represent the major institutions in San Antonio offering undergraduate and graduate instruction. The others represent a more specialized type of institution. For that reason, they are not included in this study.

As in the previous sections, this study is not designed to present a comprehensive analysis of each institution's commitment toward equal employment opportunity. Rather, the purpose of this study is to see what progress - if any - minorities and women have made with respect to employment in these colleges and universities over the years.*

Table 4.7 provides a general picture of the total work force employed by the seven institutions for three separate years: 1972, 1975 and 1978. This table is broken down into three major job areas - faculty, administrative, and nonprofessional staff. The administrative staff includes all those classified as executive, administrative or managerial staff. Nonprofessional staff, on the other hand, includes those classified as office/clerical, technical/paraprofessional, craftsmen and service-maintenance.

With respect to faculty members, the data show that in 1972 slightly over 1,200 persons were employed as professors, associate professors, assistant professors, instructors and lecturers by the various institutions. Nearly 64 percent were male and almost 87 percent were White/Anglos. Since 1972, the proportion of males on the various faculties increased. In 1978, they constituted nearly 68 percent of the total. The number and proportion of minorities also increased from 152 in 1972 to 274 in 1978. At the same time, the proportion of White/Anglos declined somewhat. However, they still comprised over 80 percent of the total faculty in these institutions.

In the administrative area, we find a similar pattern. The vast majority of all employees in this job area were male and most were White/Anglos. In fact, in 1978, slightly over 81 percent of all administrative employees were White/Anglos. Minor-

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*A complete analysis of each of the seven colleges and universities with respect to their overall employment, faculty, composition and salary distribution for both 1975 and 1978 is included in Appendix C - Tables 11C-17C. This section will be concerned only with the overall patterns found in these seven institutions.

Table 4.7
Employment Profile of Seven Institutions of Higher Education in San Antonio by Race, Ethnicity, Gender and Job Area - 1972, 1975 and 1978[1]

	FACULTY			ADMINISTRATIVE[4]			NONPROFESSIONAL STAFF[5]		
	1972[3]	1975	1978	1972	1975	1978	1972	1975	1978
Total Employment[2]	1,223 100.0%	1,302 100.0%	1,643 100.0%	258 100.0%	266 100.0%	196 100.0%	1,150 100.0%	1,180 100.0%	1,426 100.0%
Male	779 63.7%	866 66.5%	1,113 67.7%	163 63.2%	182 68.4%	159 81.1%	280 24.3%	468 39.7%	576 40.4%
Female	444 36.3%	436 33.5%	530 32.3%	95 36.8%	84 31.6%	37 18.9%	870 75.7%	712 60.3%	850 59.6%
White/Anglo	1,071 87.6%	1,108 85.1%	1,369 83.3%	217 84.1%	229 86.1%	159 81.1%	520 45.2%	581 49.2%	694 48.7%
Mexican American	100 8.2%	127 9.7%	155 9.4%	27 10.5%	26 9.8%	27 13.8%	521 45.3%	475 40.3%	598 41.9%
Black	42 3.4%	58 4.5%	88 5.4%	14 5.4%	10 3.7%	8 4.1%	104 9.1%	112 9.5%	119 8.3%
Other	10 0.8%	9 0.7%	31 1.9%	0 0.0%	1 0.4%	2 1.0%	5 0.4%	12 1.0%	15 1.1%
Total Minority	152 12.4%	194 14.9%	274 16.7%	41 15.9%	37 13.9%	37 18.9%	630 54.8%	599 50.8%	732 51.3%

1. Data for 1972 obtained from: Enrollment and Employment in Institutions of Higher Education in San Antonio, Texas; An Institutional Profile - Staff Report (Unpublished), U.S. Commission on Civil Rights, May, 1976. Data for 1975 and 1978 obtained from EEO-6 Reports - SeeAppendix C.
2. Includes only full-time employees.
3. Does not include data for University of Texas at San Antonio.
4. Includes Executive/Admin/Managerial.
5. Includes Secretarial/Clerical, Technical/Paraprofessional, Craft and Service, Maintenance Employees

ities, on the other hand, constituted only about 19 percent of the total work force in this area.

In the nonprofessional area a different employment picture emerges. In 1972, females constituted over 75 percent of the total work force in this job area. By 1978, they made up only about 60 percent. Moreover, the proportion of minorities in this area also declined significantly from 1972. In that year, minorities constituted nearly 55 percent of the work force. In 1978, they comprised only 51 percent of the total.

Table 4.8 shows a more detailed picture of the total employment in these seven institutions by race, ethnicity, and job category as of 1975. Three categories of employees are shown here. Category A includes those employees with 9-10 month contracts, and category B which shows those employees that have contracts of less than nine months. Category C, on the other hand, includes those employed on a year-round basis. Seven job areas are included. These are: Executive/Administrative/Managerial, Faculty, Professional Non-Faculty, Secretarial/Clerical, Technical/Paraprofessional, Skilled Crafts, and Service/Maintenance.

In 1975, the seven institutions employed a total of 2,972 persons. Of this number, 1,818, or 61 percent, were employed on an 11 to 12 month basis, and 1,030, or about 35 percent, were working on a 9 to 10 month contract basis. The remainder were employed for a period of less than nine months.

Of the 1,818 employed on a year-round basis, 885, or 48.7 percent, were males, and 933, or 51.3 percent, were females. White/Anglos constituted 61.3 percent of the total work force, blacks made up about 8.1 percent, and Mexican Americans 29.6 percent of the work force. Other minorities together constituted only about 1 percent of the total employment in these institutions.

The largest portion of this work force was employed in the secretarial/clerical category. In 1975, 645, or 35.5 percent of

Table 4.8
Distribution of Employees by Race, Ethnicity Gender and Job Category - 1975
Colleges/Universities: San Antonio - Summary

A. Job Categories Employees with 9-10 Mo. Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Executive/Admin. Managerial	4 0.4	4 0.6	2 0.3	0 0.0	2 3.1	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	968 94.0	640 96.4	563 98.4	17 77.3	55 84.6	5 100.0	328 89.6	278 93.3	17 70.8	32 76.2	1 50.0
Professional Non-Faculty	33 3.2	14 2.1	5 0.9	4 18.2	5 7.7	0 0.0	19 5.2	12 4.0	3 12.5	3 7.1	1 50.0
Secretarial/ Clerical	23 2.2	5 0.8	2 0.3	1 4.5	2 3.1	0 0.0	18 4.9	8 2.7	4 16.7	6 14.3	0 0.0
Technical/ Paraprofessional	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Skilled Crafts	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	2 0.2	1 0.1	0 0.0	0 0.0	1 1.5	0 0.0	1 0.3	0 0.0	0 0.0	1 2.4	0 0.0
TOTAL	1030 100.0	664 100.0	572 100.0	22 100.0	65 100.0	5 100.0	366 100.0	298 100.0	24 100.0	42 100.0	2 100.0
B. Other Less Than 9-10 Mo.	124	81	77	1	3	0	43	39	0	4	2
C. 11-12 Mo. Contr.											
Executive/Admin. Managerial	262 14.4	178 20.1	153 29.0	9 10.2	15 5.8	1 10.0	84 9.0	74 12.6	1 1.7	9 3.2	0 0.0
Faculty	221 12.2	154 17.4	132 25.0	4 4.5	16 6.2	2 20.0	67 7.2	40 6.8	13 22.0	13 4.7	1 14.3
Professional Non-Faculty	180 9.9	91 10.3	71 13.4	6 6.8	13 5.0	1 10.0	89 9.5	75 12.8	7 11.9	7 2.5	0 0.0
Secretarial Clerical	645 35.5	62 7.0	33 6.2	6 6.8	23 8.9	0 0.0	583 62.5	372 63.2	24 40.7	182 65.2	5 71.4
Technical/ Paraprofessional	82 4.5	61 6.9	39 7.4	6 6.8	11 4.2	5 50.0	21 2.3	15 2.5	2 3.4	3 1.1	1 14.3
Skilled Crafts	80 4.4	76 8.6	48 9.1	7 8.0	21 8.1	0 0.0	4 0.4	4 0.7	0 0.0	0 0.0	0 0.0
Service/ Maintenance	348 19.1	263 29.7	52 9.8	50 56.8	160 61.8	1 10.0	83 9.1	8 1.4	12 20.3	65 23.3	0 0.0
TOTAL	1818 100.0	885 100.0	528 100.0	88 100.0	259 100.0	10 100.0	933 100.0	588 100.0	59 100.0	279 100.0	7 100.0
Grand Total	2972	1630	1177	111	327	15	1342	925	83	325	9

SOURCE: Equal Employment Opportunity Commission. Higher Education Staff Information (EEO-6). Summarized for Incarnate Word College, Our Lady of the Lake University, St. Mary's University, San Antonio College, St. Phillips College, Trinity University, and University of Texas at San Antonio, April, 1976.

the total work force was in this job area. Slightly over 19 percent were employed in the service/maintenance job category, and 14.4 percent were employed as executives, administrators and managers.

Males comprised the majority of the work force in every job category except the secretarial/clerical area. White/Anglo males clearly dominated every category except two: secretarial/clerical and service/maintenance. Twenty-nine percent of all White/Anglo males were employed as executives, administrators, and managers. In contrast, only 14.4 percent of the total work force, 20 percent of the total male work force, and 9 percent of all females were employed in this job area. The next largest employment category for White/Anglo males was the faculty job area. One-fourth of all White/Anglo males were in this category. In comparison, only about 12 percent of the total work force was employed as faculty.

Minority males, on the other hand, were heavily concentrated in the service/maintenance job area. Nearly 57 percent of all blacks and 62 percent of all Mexican American employees were in this job category. In contrast, only 10 percent of all black and about 6 percent of all Mexican American males were employed as executives, administrators or managers.

Most of the female employees were concentrated in the secretarial/clerical area. In fact, nearly two-thirds of all female employees were in this one job category. Over 63 percent of all White/Anglo, 41 percent of all blacks, 65 percent of all Mexican American and 71 percent of all Asian and Native American women were employed in this category.

Nearly 13 percent of the White/Anglo females were employed as executives, administrators or managers. This was slightly above the proportion for the total female work force. Also, about 13 percent were in the professional non-faculty job category.

Black women in addition to being located mainly in the secretarial job area, exceeded the total female proportion in four job categories - faculty, professional non-faculty, technical/paraprofessional, and service/maintenance. Mexican American women, on the other hand, exceeded the total female proportion in only two areas - office/clerical and service/maintenance.

With respect to Category A (9-10 month contracts), most were employed as faculty members. Of the 968 employees in this job area, 640, or 66 percent, were males, and 328, or 34 percent, were females. White/Anglo males comprised about 88 percent of this total, and 58 percent of the entire faculty make-up in this particular category.

Table 4.9 describes the employment composition of the seven institutions as of 1978. In that year, these institutions employed a total of 3,385. Of this number, 2,014, or 59.5 percent, were on 11 to 12 month contracts, and 1,334, or 39.4 percent, were employed on a nine to ten month basis. Thirty-seven employees, or only 1.1 percent of the total, were employed for a period of less than nine months.

Of the 2,014 employed on a year-round contract, 961, or 47.7 percent were males, and 1,053, or 52.3 percent were females. White/Anglos comprised about 59.5 percent of the total work force. Blacks, on the other hand, constituted 7.5 percent and Mexican Americans about 32 percent of the total. Asian and Native Americans together made up slightly more than 1 percent of the entire work force.

These statistics indicate a slight decrease in the proportion of White/Anglos and blacks, matched by an increase in the number and proportion of Mexican Americans employed in these institutions. There was also a small proportional decrease in the number of males employed in the seven institutions.

As in 1975, the largest segment of the work force in these colleges and universities was employed in the secretarial/clerical job category . In 1978, 740 employees, or 36.7 percent of the

Table 4.9
Distribution of Employees by Race, Ethnicity Gender and Job Category - 1978
Colleges/Universities: San Antonio - Summary

A. Job Categories Employees with 9-10 Mo. Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Executive/Admin. Managerial	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	1225 91.8	819 95.8	707 98.9	25 78.1	71 78.0	16 94.1	406 84.7	344 91.7	22 68.7	37 54.4	3 75.0
Professional Non-Faculty	29 2.2	11 1.3	4 0.6	1 3.1	6 6.6	0 0.0	18 3.8	14 3.7	2 6.3	2 2.9	0 0.0
Secretarial/ Clerical	40 3.0	5 0.6	1 0.1	2 6.2	2 2.2	0 0.0	35 7.3	13 3.5	6 18.7	15 22.1	1 25.0
Technical/ Paraprofessional	4 0.3	2 0.2	2 0.3	0 0.0	0 0.0	0 0.0	2 0.4	2 0.5	0 0.0	0 0.0	0 0.0
Skilled Crafts	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	36 2.7	18 2.1	1 0.1	4 12.5	12 13.2	1 5.9	18 3.8	2 0.5	2 6.3	14 20.6	0 0.0
TOTAL	1334 100.0	855 100.0	715 100.0	32 100.0	91 100.0	17 100.0	479 100.0	375 100.0	32 100.0	68 100.0	4 100.0
B. Other Less Than 9-10 Mo.	37	22	12	3	6	1	15	8	3	3	1
C. 11-12 Mo. Contr.											
Executive/Admin Managerial	196 9.7	159 16.5	126 23.8	8 10.0	23 6.8	2 14.3	37 3.5	33 4.9	0 0.0	4 1.3	0 0.0
Faculty	218 10.8	99 10.3	77 14.5	4 5.0	15 4.4	3 21.4	119 11.3	84 12.6	20 28.2	14 4.6	1 14.3
Professional Non-Faculty	254 12.6	152 15.8	121 22.9	10 12.5	20 5.9	1 7.1	102 9.7	84 12.6	4 5.6	13 4.2	1 14.3
Secretarial Clerical	740 36.7	75 7.8	44 8.3	4 5.0	27 8.0	0 0.0	665 63.2	427 63.8	35 49.3	199 65.0	4 57.1
Technical/ Paraprofessional	104 5.2	72 7.5	48 9.1	3 3.7	18 5.3	3 21.4	32 3.0	25 3.7	1 1.4	5 1.6	1 14.3
Skilled Crafts	100 5.0	100 10.4	58 11.0	7 8.7	34 10.1	1 7.1	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	402 20.0	304 31.6	55 10.4	44 55.0	201 59.5	4 28.6	98 9.3	16 2.4	11 15.5	71 23.2	0 0.0
TOTAL	2014 100.0	961 100.0	529 100.0	80 100.0	338 100.0	14 100.0	1053 100.0	669 100.0	71 100.0	306 100.0	7 100.0
Grand Total	3385	1838	1256	115	435	32	1547	1052	106	377	12

SOURCE: Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) Summarized for Incarnate Word College, Our Lady of the Lake University, St. Mary's University, San Antonio College, St. Phillips College, Trinity University, and University of Texas at San Antonio, Feb. 1978.

total work force, was employed in this particular category. The next largest category was the service/maintenance job area. Twenty percent of the entire work force was employed in this category. Approximately 13 percent were working as professional non-faculty, and nearly 10 percent were employed as executives, administrators, and managers.

Males generally exceeded or closely matched the proportion of the total work force in every job area except the secretarial/clerical areas. White/Anglo males exceeded the total proportion in every area except two: secretarial/clerical and service/maintenance. Nearly 24 percent of all White/Anglo males were employed as executives, administrators or managers. This proportion represented a slight decrease over their 1975 percentage of 29 percent. In any case, slightly over 61 percent of all White/Anglo males employed in these institutions were in the top three job areas: executive/administrative/managerial, faculty, and professional non-faculty. In contrast, only 33 percent of the total work force, and about 25 percent of all females were in these job areas.

Minority males were mainly employed in the service/maintenance job area. Fifty-five percent of all blacks, nearly 60 percent of all Mexican Americans, and about 29 percent of all other minority males were working in this particular category. These proportions represent a slight decrease over the 1975 figures. In contrast, only 10 percent of all black employees, and about 7 percent of all male Mexican American employees were in the executive/administrative/managerial category. Compared with these percentages, nearly 24 percent of all White/Anglo males were in this category.

Female employees were primarily concentrated in the secretarial/clerical job area. Slightly over 63 percent of the total female work force was in this category. The next largest area of employment for this segment of the work force was the faculty job category. About 11 percent of all females were in this category.

White/Anglo females exceeded the proportion of the total female work force in every job area except one - the service/maintenance category. They comprised almost all of the female executives, administrators and managers, 71 percent of all female faculty members, and 82 percent of all those employed in the professional non-faculty area.

Black women were mainly employed in the faculty, secretarial/clerical, and service/maintenance job areas. Mexican American women, on the other hand, were concentrated in the secretarial/clerical and service/maintenance job areas.

As indicated earlier, 1,334 employees in these institutions were working on a nine to ten-month basis. Nearly 92 percent of these employees were classified as faculty. Of the 1,225 employees in this particular category, 819, or about 67 percent were males, and 406, or 33 percent, were females. White/Anglos constituted nearly 76 percent of the entire faculty in this category. Minorities, on the other hand, made up only 24 percent of the total.

Tables 4.10 and 4.11 describe in greater detail the composition of the full-time faculty in these colleges and universities for 1975 and 1978, respectively. The almost complete dominance by White/Anglos is clearly shown in these tables.

In 1975, for example, of the 522 tenured faculty members employed in these institutions, 470, or 90 percent, were White/Anglos. Blacks made up only about 5 percent and Mexican Americans 4 percent of the tenured faculty. Moreover, males comprised slightly over 72 percent of the total; whereas, females constituted only 28 percent of all faculty employed on a tenured basis. In every category, White/Anglo males held more than two-thirds of all the positions. Only in the assistant professor category did they fall below the 50 percent figure.

In the non-tenured category, minorities did slightly better. However, White/Anglos constituted over 81 percent of the total faculty. Moreover, White/Anglo males constituted about 51 percent of the total.

Table 4.10
Full-Time Faculty by Race, Ethnicity Gender, Rank and Tenure Status- 1975

Colleges/Universities - San Antonio - Summary

A. Tenured	Total	MALE					FEMALE				
		Total	White/Anglo	Black	Mexican American	Other	Total	White/Anglo	Black	Mexican American	Other
Professors	145 100.0	117 80.7	106 73.1	4 2.8	5 3.4	2 1.4	28 19.3	27 18.6	0 0.0	1 0.7	0 0.0
Assoc. Professors	222 100.0	167 75.2	155 69.8	5 2.3	6 2.7	1 0.4	55 24.8	48 21.6	4 1.8	3 1.3	0 0.0
Asst. Professors	129 100.0	71 55.0	63 48.8	5 3.7	3 2.3	0 0.0	58 45.0	47 36.4	7 5.4	4 3.1	0 0.0
Instructors	7 100.0	6 85.7	5 71.4	1 14.3	0 0.0	0 0.0	1 14.3	0 0.0	1 14.3	0 0.0	0 0.0
Lecturers	17 100.0	15 88.2	15 88.2	0 0.0	0 0.0	0 0.0	2 11.8	2 11.8	0 0.0	0 0.0	0 0.0
Other Faculty	2 100.0	2 100.0	2 100.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	522 100.0	378 72.4	346 66.3	15 2.9	14 2.7	3 0.5	144 27.6	124 23.8	12 2.3	8 1.5	0 0.0

B. Other Non-Tenured	72 100.0	61 84.7	54 75.0	0 0.0	4 5.5	3 4.2	11 15.3	8 11.1	0 0.0	3 4.2	0 0.0

C. Non-Tenured on Track											
Professors	9 100.0	5 55.6	5 55.6	0 0.0	0 0.0	0 0.0	4 44.4	4 44.4	0 0.0	0 0.0	0 0.0
Assoc. Professors	67 100.0	49 73.1	46 68.6	1 1.5	2 3.0	0 0.0	18 26.9	16 23.9	0 0.0	2 3.0	0 0.0
Asst. Professors	287 100.0	192 66.9	169 58.9	1 0.3	20 7.0	2 0.7	95 33.1	75 26.1	6 2.1	14 4.9	0 0.0
Instructors	267 100.0	139 52.1	104 38.9	8 3.0	27 10.1	0 0.0	128 47.9	91 34.1	14 5.2	22 8.2	1 0.4
Lecturers	54 100.0	28 51.8	27 50.0	0 0.0	1 1.8	0 0.0	26 48.2	25 46.3	1 1.8	0 0.0	0 0.0
Other Faculty	24 100.0	14 58.3	9 37.5	0 0.0	5 20.8	0 0.0	10 41.7	5 20.8	0 0.0	5 20.8	0 0.0
TOTAL	708 100.0	427 60.3	360 50.8	10 1.4	55 7.8	2 0.3	281 39.7	216 30.5	21 3.0	43 6.1	1 0.1
Grand Total	1302 100.0	866 66.5	760 58.4	25 1.9	73 5.6	8 0.6	436 33.5	348 26.7	33 2.5	54 4.1	1 0.1

SOURCE: Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Summarized for Incarnate Word College, Our Lady of the Lake University, St. Mary's University, San Antonio College, St. Phillips College, Trinity University, and University of Texas at San Antonio, April, 1976.

Table 4.11

Full-Time Faculty by Race, Ethnicity
Gender, Rank and Tenure Status - 1978
Colleges and Universities: San Antonio - Summary

A. Tenured	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Professors	188 100.0	146 77.7	131 69.7	3 1.6	7 3.7	5 2.7	42 22.3	40 21.3	0 0.0	2 1.0	0 0.0
Assoc. Professors	283 100.0	219 77.4	202 71.4	3 1.0	13 4.6	1 0.4	64 22.6	57 20.1	4 1.4	3 1.1	0 0.0
Asst. Professors	158 100.0	88 55.7	74 46.8	4 2.5	9 5.7	1 0.6	70 44.3	54 34.2	7 4.4	8 5.1	1 0.6
Instructors	7 100.0	7 100.0	7 100.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Lecturers	0 100.0	0 —	0 —	0 —	0 —	0 —	0 —	0 —	0 —	0 —	0 —
Other Faculty	0 100.0	0 —	0 —	0 —	0 —	0 —	0 —	0 —	0 —	0 —	0 —
TOTAL	636 100.0	460 72.3	414 65.1	10 1.6	29 4.6	7 1.1	176 27.7	151 23.7	11 1.7	13 2.0	1 0.2

B. Other Non-Tenured	300 100.0	212 70.7	175 58.3	5 1.7	24 8.0	8 2.7	88 29.3	83 27.7	1 0.3	3 1.0	1 0.3

C. Non-Tenured on Track											
Professors	19 100.0	18 94.7	16 84.1	0 0.0	1 5.3	1 5.3	1 5.3	1 5.3	0 0.0	0 0.0	0 0.0
Assoc. Professors	72 100.0	50 69.4	47 65.2	1 1.4	2 2.8	0 0.0	22 30.6	18 25.0	2 2.8	2 2.8	0 0.0
Asst. Professors	320 100.0	200 62.5	171 53.4	5 1.6	19 5.9	5 1.6	120 37.5	92 28.7	14 4.4	14 4.4	0 0.0
Instructors	214 100.0	117 54.7	87 40.7	8 3.7	20 9.4	2 0.9	97 45.3	66 30.8	16 7.5	12 5.6	3 1.4
Lecturers	82 100.0	56 68.3	32 39.0	11 13.4	11 13.4	2 2.4	26 31.7	16 19.5	4 4.9	5 6.1	1 1.2
Other Faculty	0 100.0	0 —	0 —	0 —	0 —	0 —	0 —	0 —	0 —	0 —	0 —
TOTAL	707 100.0	441 62.4	353 49.9	25 3.5	53 7.5	10 1.4	266 37.6	193 27.3	36 5.1	33 4.7	4 0.6
Grand Total	1643 100.0	1113 67.7	942 57.3	40 2.4	106 6.5	25 1.5	530 32.3	427 26.0	48 2.9	49 3.0	6 0.4

SOURCE: Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Summarized for Incarnate Word College, Our Lady of the Lake University, St. Mary's University, San Antonio College, St. Phillips College, Trinity University, and University of Texas at San Antonio, Feb. 1978.

Minority males were mainly concentrated in the instructor category. Blacks and Mexican American males constituted 3.0 and 10.0 percent of the total faculty in this category, respectively. Minority females also tended to be located in this particular category.

Overall, minorities constituted only a very small portion of the total faculty in these institutions. In fact, only 194 out of a total faculty of 1,302 were minorities. In other words, minorities accounted for only about 15 percent of all faculty in the seven colleges and universities in 1975.

By 1978, there was some overall improvement with respect to minority employment in the various faculties. Of the 1,643 tenured and non-tenured faculty employed in these institutions, 274, or about 17 percent, were listed as minorities. (See Table 4.11)

In the tenured category, White/Anglos constituted nearly 89 percent of the total. White/Anglo males made up 65 percent of all those in this particular category. However, their proportion in the professor and assistant professor categories decreased. Conversely, the number of females in these categories increased slightly.

Of the ten black males in this category, only three were listed as professors. There were no black female professors. However, there were nine Mexican Americans in this category.

In the other non-tenured category (Category B on Table 4.11) we find that males and White/Anglos constituted about 71 and 58 percent of the total, respectively. White/Anglo females comprised nearly 28 percent of the total faculty in this category - a substantial increase over the 1974 percentage of 11.1. Overall, there was a rather startling increase in the number of faculty members in this particular category.

With respect to the non-tenured-on-track category, males comprised 62 percent and females 38 percent of the total work force in this category. There was a significant increase in the number of blacks in this particular category over the total in 1975. As of 1978, black males constituted 3.5 percent of the total, while black females made up 5.1 percent of the non-tenured faculty. In contrast, they made up only 2.4 and 2.9 percent, respectively, of the total faculty in these institutions. Most, however, were employed as lecturers.

As in other instances job status is closely tied in with the salary one receives. This is especially true in the context of higher education. Tables 4.12 and 4.13 describe the salary distribution for all employees in these institutions.

Table 4.12 shows the distribution as of 1975. For those employed on a 11 to 12 month basis, we find that nearly 66 percent of the total work force earned less than $10,000 a year. However, only about 28 percent of all White/Anglo males were at this level. In contrast, 76 percent of all black males and 83 percent of all Mexican American males were earning less than this salary. When we look at the female employment,over 80 percent were at this level.

At the highest salary levels - $19,000 plus - only about 12 percent of the total work force was in this bracket. However, 31 percent of all White/Anglo males were earning $19,000 or more. Only 21 percent of all males, and 11 percent of all black males were in this range. Mexican American males comprised even a smaller proportion of those earning this salary. For females, we find that less than 3 percent of the total work force was in this salary bracket.

For Category A employees, the distribution is slightly different. Most of those in this category are faculty members. As a result they will usually receive a higher salary than most other employees. Slightly over 41 percent of all those in this particular category were earning from $13,000 to $15,999. White/Anglo males exceeded this proportion, but minority males were somewhat below the overall proportion. However, Asian and Native American employees greatly exceeded the overall average.

Table 4.12
Salary Distribution of Employees by Race, Ethnicity and Gender - 1975

Colleges/Universities: San Antonio - Summary

A. Employees with 9-10 Month Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	76 7.4	29 4.4	17 3.0	3 13.6	9 13.8	0 0.0	47 12.8	29 9.7	7 29.2	10 23.8	1 50.0
10,000-12,999	241 23.4	139 20.9	112 19.6	6 27.3	20 30.8	1 20.0	102 27.9	81 27.2	6 25.0	14 33.3	1 50.0
13,000-15,999	428 41.5	293 44.1	261 45.6	5 22.7	24 36.9	3 60.0	135 36.9	115 38.6	8 33.3	12 28.6	0 0.0
16,000-18,999	206 20.0	140 21.1	125 21.8	6 27.3	9 13.8	0 0.0	66 18.0	58 19.5	2 8.3	6 14.3	0 0.0
19,000-24,999	71 6.9	55 8.3	51 8.9	2 9.1	2 3.1	0 0.0	16 4.4	15 5.0	1 4.2	0 0.0	0 0.0
25,000 Plus	8 0.8	8 1.2	6 1.0	0 0.0	1 1.5	1 20.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	1030 100.0	664 100.0	572 100.0	22 100.0	65 100.0	5 100.0	366 100.0	298 100.0	24 100.0	42 100.0	2 100.0
B. 11-12 Months											
Below $ 9,999	1192 65.6	431 48.7	146 27.6	67 76.1	215 83.0	3 30.0	761 81.6	455 77.4	43 72.9	257 92.1	6 85.7
10,000-12,000	172 9.5	102 11.5	81 15.3	5 5.7	15 5.8	1 10.0	70 7.5	61 10.4	1 1.7	7 2.5	1 14.3
13,000-15,999	129 7.1	78 8.8	62 11.7	6 6.8	7 2.7	3 30.0	51 5.4	42 7.1	3 5.1	6 2.1	0 0.0
16,000-18,999	111 6.1	87 9.8	76 14.4	1 1.1	10 3.9	0 0.0	24 2.6	13 2.2	9 15.2	2 0.7	0 0.0
19,000-24,999	139 7.6	116 13.1	103 19.5	5 5.7	7 2.7	1 10.0	23 2.5	14 2.4	3 5.1	6 2.1	0 0.0
25,000 Plus	75 4.1	71 8.0	60 11.4	4 4.5	5 1.9	2 20.0	4 0.4	3 0.5	0 0.0	1 0.4	0 0.0
TOTAL	1818 100.0	885 100.0	528 100.0	88 100.0	259 100.0	10 100.0	933 100.0	588 100.0	59 100.0	279 100.0	7 100.0
Grand Total	2848	1549	1100	110	324	15	1299	886	83	321	9

[1] "Other" includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Summarized for Incarnate Word College, Our Lady of the Lake University, St. Mary's University, San Antonio College, St. Phillips College, Trinity University, and University of Texas at San Antonio, April, 1976.

Table 4.13
Salary Distribution of Employees by Race, Ethnicity and Gender- 1978
Colleges/Universities: San Antonio - Summary

A. Employees with 9-10 Month Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	128 9.6	55 6.4	22 3.1	10 31.2	21 23.1	2 11.8	73 15.2	30 8.0	11 34.4	31 45.6	1 25.0
10,000-12,999	171 12.8	82 9.6	63 8.8	6 18.7	13 14.3	0 0.0	89 18.6	71 18.9	6 18.7	11 16.2	1 25.0
13,000-15,999	449 33.7	293 34.3	249 34.8	7 21.9	30 33.0	7 41.1	156 32.6	137 36.5	5 15.6	12 17.6	2 50.0
16,000-18,999	356 26.7	262 30.6	235 32.9	5 15.6	18 19.8	4 23.5	94 19.6	80 21.3	7 21.9	7 10.3	0 0.0
19,000-24,999	188 14.1	122 14.3	109 15.2	3 9.4	8 8.8	2 11.8	66 13.8	56 14.9	3 9.4	7 10.3	0 0.0
25,000 Plus	42 3.1	41 4.8	37 5.2	1 3.1	1 1.0	2 11.8	1 0.2	1 0.3	0 0.0	0 0.0	0 0.0
TOTAL	1334 100.0	855 100.0	715 100.0	32 100.0	91 100.0	17 100.0	479 100.0	375 100.0	32 100.0	68 100.0	4 100.0
B. 11-12 Months											
Below $ 9,999	1303 64.7	494 51.4	150 28.4	62 77.5	275 81.3	7 50.0	809 76.8	471 70.4	49 69.0	284 92.8	5 71.4
10,000-12,000	232 11.5	114 11.9	84 15.9	8 10.0	21 6.2	1 7.1	118 11.2	103 15.4	5 7.0	8 2.6	2 28.6
13,000-15,999	123 6.1	74 7.7	61 11.5	3 3.7	9 2.7	1 7.1	49 4.7	41 6.1	3 4.2	5 1.6	0 0.0
16,000-18,999	96 4.8	63 6.5	55 10.4	3 3.7	5 1.5	0 0.0	33 3.1	25 3.7	5 7.0	3 1.0	0 0.0
19,000-24,999	154 7.6	122 12.7	96 18.1	3 3.7	21 6.2	2 14.3	32 3.0	18 2.7	9 12.7	5 1.6	0 0.0
25,000 Plus	106 5.3	94 9.8	83 15.7	1 1.3	7 2.1	3 21.4	12 1.1	11 1.6	0 0.0	1 0.3	0 0.0
TOTAL	2014 100.0	961 100.0	529 100.0	80 100.0	338 100.0	14 100.0	1053 100.0	669 100.0	71 100.0	306 100.0	7 100.0
Grand Total	3348	1816	1244	112	429	31	1532	1044	103	374	11

1. "Other" includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Summarized for Incarnate Word College, Our Lady of the Lake University, St. Mary's University, San Antonio College, St. Phillips College, Trinity University, and University of Texas at San Antonio, Feb, 1978.

For females we find that a larger proportion were at the lower salary levels. For example, nearly 41 percent of all female employees working in Category A were earning less than $13,000 a year. In comparison, only 30.8 percent of the total work force and slightly over 25 percent of all males were in this range. Moreover, in every instance, minority males and females exceeded the proportion of White/Anglos at these levels.

At the higher salary levels, nearly 10 percent of all White/Anglo males were earning $19,000 or more a year. Only 7.7 percent of the total work force and 4.4 percent of all females were in this range. White/Anglo males constituted nearly 66 percent of all employees earning in excess of $19,000 a year.

As Table 4.13 shows, approximately 65 percent of all employees on a year-round contract in 1978 earned less than $9,999 annually. As in 1975, minorities and women were mainly concentrated in this salary level. In fact, nearly 77 percent of all female employees were in this category. In contrast, about 51 percent of all employees were at this salary level. However, 77.5 percent of all black, 81.3 percent of all Mexican American, and 50 percent of all Asian and Native American males were at this level. In comparison, only 28.4 percent of all White/Anglo males were earning less than $9,999.

At the higher salary levels - $10,000 or more - White/Anglos exceeded the total work force proportion at every level. At the $25,000 plus range, nearly 16 percent of all White/Anglo males were in this bracket. In contrast, only 5.3 percent of the total work force, 9.8 percent of all males, and only 1.1 percent of all females were in this bracket.

In Category A, White/Anglo males matched or exceeded the total work force proportion at every level above the $13,000 - $15,999 bracket. White/Anglo females also exceeded the overall proportion for the female work force, but were generally below the total proportion at each level. However, at the lower salary levels, female employees generally exceeded both the male and total work force proportions.

At the $25,000 plus level, White/Anglo males constituted 88 percent of the total work force earning this salary. Within their group, slightly over 5 percent were in this bracket. In comparison, only about 3 percent of the total work force was in this salary category.

Table 4.14 describes the employment composition for each of the colleges and universities with respect to faculty, administrative, nonprofessional, and professional staffs for 1975 and 1978.

As this table shows, minorities and women fared rather poorly in terms of their employment at these institutions. Only St. Philip's College had an employment makeup that reflected the overall minority population in the San Antonio metropolitan area. During 1975, minorities comprised nearly 67 percent of the total work force at St. Philips. In 1978, they made up about 64 percent of the employment.

As indicated earlier, minorities and women were severely underrepresented with respect to faculty positions. In 1975, there was a total of 1,189 faculty members employed by these institutions. By 1978, the number of faculty had increased to 1,387. However, the proportion of minorities on the various faculties increased from only about 15 percent in 1975 to 16 percent in 1978. Blacks and Mexican Americans constituted 4.9 and 9.5 percent of the total faculty in the seven institutions. Females, on the other hand, comprised 34 percent of the total. Again, St. Philips is rather unique in that 45 percent of its faculty during the 1977-1978 school year was composed of minorities. Blacks made up nearly 26 percent of the total faculty. This stems from the fact that the school was originally established to service the black community in San Antonio. To this day it has maintained strong ties with that community.

If we exclude St. Philips, we find that the proportion of minority faculty members employed by the various institutions

Table 4.14
Employment Profile of Seven Institutions of Higher Education in San Antonio by Race, Ethnicity, Gender, and Job Area

1978[1]

1978	INCARNATE WORD COLLEGE				OUR LADY OF THE LAKE UNIV.				SAN ANTONIO COLLEGE				ST. PHILIP'S COLLEGE			
	Faculty[3]	Admin.[4]	Non[5] Pro. Staff	Professional Staff	Faculty	Admin	Non-Pro. Staff	Professional Staff	Faculty	Admin.	Non-Pro Staff	Professional Staff	Faculty	Admin.	Non-Pro. Staff	Professional Staff
Male	26 34.2%	9 42.9%	11 22.4%	1 9.1%	39 43.8%	15 68.2%	39 34.8%	5 12.5%	311 64.0%	25 100.0%	144 46.5%	36 65.5%	108 53.5%	9 100.0%	65 51.6%	16 67.6%
Female	50 65.8%	12 57.1%	38 77.6%	10 90.9%	50 56.2%	7 31.8%	73 65.2%	35 87.5%	175 36.0%	0 0.0%	166 53.5%	19 34.5%	94 46.5%	0 0.0%	61 48.4%	7 30.4%
White/ Anglo	72 94.7%	21 100.0%	20 40.8%	10 90.9%	67 75.3%	18 81.8%	47 42.0%	32 80.0%	431 88.7%	18 72.0%	128 41.3%	45 81.8%	111 55.0%	1 11.1%	12 9.5%	4 17.4%
Mexican American	4 5.3%	0 0.0%	29 59.2%	1 9.1%	19 21.3%	4 18.2%	62 55.4%	7 17.5%	44 9.1%	6 24.0%	157 50.6%	8 14.5%	36 17.8%	2 22.2%	45 35.7%	8 34.8%
Black	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 2.2%	0 0.0%	3 2.7%	0 0.0%	7 1.4%	1 4.0%	23 7.4%	1 1.8%	52 25.7%	6 66.7%	65 51.6%	11 47.8%
Other	0 0.0 %	0 0.0%	0 0.0%	0 0.0%	1 1.1%	0 0.0%	0 0.0%	1 2.5%	4 0.8%	0 0.0%	2 0.6%	1 1.8%	3 1.5%	0 0.0%	4 3.2%	0 0.0%
Total Minority	4 5.3%	0 0.0%	29 59.2%	1 9.1%	22 24.7%	4 18.2%	65 58.0%	8 20.0%	55 11.3%	7 28.0%	182 58.7%	10 18.2%	91 45.0%	8 88.9%	114 90.5%	19 82.6%
Total Employment[2]	76 100.0%	21 100.0%	49 100.0%	11 100.0%	89 100.0%	22 100.0%	112 100.0%	40 100.0%	486 100.0%	25 100.0%	310 100.0%	55 100.0%	202 100.0%	9 100.0%	126 100.0%	23 100.0%

1975

1975	INCARNATE WORD COLLEGE				OUR LADY OF THE LAKE UNIV.				SAN ANTONIO COLLEGE				ST. PHILIP'S COLLEGE			
	Faculty[3]	Admin.[4]	Non[5] Pro. Staff	Professional Staff	Faculty	Admin.	Non-Pro. Staff	Professional Staff	Faculty	Admin.	Non-Pro. Staff	Professional Staff	Faculty	Admin.	Non-Pro. Staff	Professional Staff
Male	25 36.8%	9 47.4%	7 15.6%	4 30.8%	38 42.2%	12 60.0%	34 33.7%	10 25.0%	303 65.3%	23 92.0%	127 45.4%	24 68.6%	71 50.0%	10 100.0%	44 47.8%	17 68.0%
Female	43 63.2%	10 52.6%	38 84.4%	9 69.2%	52 57.8%	8 40.0%	67 66.3%	30 75.0%	161 34.7%	2 8.0%	153 54.6%	11 31.4%	71 50.0%	0 0.0%	48 52.2%	8 32.0%
White/ Anglo	60 88.2%	19 100.0%	12 26.7%	12 92.3%	72 80.0%	15 75.0%	38 37.6%	35 87.5%	408 87.9%	23 92.0%	130 46.4%	27 77.1%	77 54.2%	0 0.0%	9 9.8%	4 16.0%
Mexican American	7 10.3%	0 0.0%	33 73.3%	1 7.7%	16 17.8%	5 25.0%	61 60.4%	5 12.5%	49 10.6%	2 8.0%	119 92.5%	6 17.1%	23 16.2%	3 30.0%	37 40.2%	8 32.0%
Black	1 1.5%	0 0.0%	0 0.0%	0 0.0%	1 1.1%	0 0.0%	1 1.0%	0 0.0%	6 1.3%	0 0.0%	29 10.4%	1 2.9%	39 27.5%	7 70.0%	46 50.0%	13 52.0%
Other	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.1%	0 0.0%	1 1.0%	0 0.0%	1 0.2%	0 0.0%	2 0.7%	1 2.9%	3 2.1%	0 0.0%	0 0.0%	0 0.0%
Total Minority	8 11.8%	0 0.0%	33 73.3%	1 7.7%	18 20.0%	5 25.0%	63 62.4%	5 12.5%	56 12.1%	2 8.0%	150 53.6%	8 22.9%	65 45.8%	10 100.0%	83 90.2%	21 84.0%
Total Employment[2]	68 100.0%	19 100.0%	45 100.0%	13 100.0%	90 100.0%	20 100.0%	101 100.0%	40 100.0%	464 100.0%	25 100.0%	280 100.0%	35 100.0%	142 100.0%	10 100.0%	92 100.0%	25 100.0%

1. Data obtained from EEO-6 Reports - Higher Education Staff Information - for each institution.
2. Includes employees on 9-10 month and 11-12 month contracts.
3. Includes tenured and nontenured faculty.
4. Includes executive/administrative/managerial staff.
5. Includes secretarial/clerical, technical/paraprofessional, craft and service maintenance employees.

Table 4.14 (Cont.)
Employment Profile of Seven Institutions of Higher Education in San Antonio by Race, Ethnicity, Gender, and Job Area
1978[1]

	ST. MARY'S UNIVERSITY				TRINITY UNIVERSITY				UNIVERSITY OF TEXAS AT S.A.				TOTAL 1978			
1978	Faculty[3]	Admin.[4]	Non[5] Pro. Staff	Professional Staff	Faculty	Admin	Non-Pro. Staff	Professional Staff	Faculty	Admin.	Non-Pro Staff	Professional Staff	Faculty	Admin.	Non-Pro. Staff	Professional Staff
Male	86 86.9%	24 82.8%	62 31.8%	30 54.5%	158 83.6%	21 91.3%	79 32.4%	37 60.7%	189 76.8%	56 83.6%	176 45.1%	38 40.9 %	917 66.1%	159 81.1%	576 40.4%	163 48.2%
Female	13 13.1%	5 17.2%	133 68.2%	25 45.5%	31 16.4%	2 8.7%	165 67.6%	24 39.3%	57 23.2%	11 16.4%	214 54.9%	55 59.1%	470 33.9%	37 18.9%	850 59.6%	175 51.8%
White/ Anglo	90 90.9%	27 93.1%	81 41.5%	44 80.0%	182 96.3%	21 91.3%	168 68.9%	59 96.7%	212 86.2%	53 79.1%	238 61.0%	76 81.7%	1,165 84.0%	159 81.1%	694 48.7%	270 79.9%
Mexican American	6 6.1%	2 6.9%	106 54.4%	7 12.7%	4 2.1%	2 8.7%	67 27.5%	2 3.3%	19 7.7%	11 16.4%	132 33.8%	13 14.0%	132 9.5%	27 13.8%	598 41.9%	46 13.6%
Black	0 0.0%	0 0.0%	7 3.6%	4 7.3%	1 0.5%	0 0.0%	7 2.9%	0 0.0%	6 2.4%	1 1.5%	14 3.6%	4 4.3%	68 4.9%	8 4.1%	119 8.3%	20 5.9%
Other	3 3.0%	0 0.0%	1 0.5%	0 0.0%	2 1.1%	0 0.0%	2 0.8%	0 0.0%	9 3.7%	2 3.0%	6 1.5%	0 0.0%	22 1.6%	2 1.0%	15 1.1%	2 0.6%
Total Minority	9 9.1%	2 6.9%	114 58.5%	11 20.0%	7 3.7%	2 8.7%	76 31.1%	2 3.3%	34 13.8%	14 20.9%	152 39.0%	17 18.3%	222 16.0%	37 18.9%	732 51.3%	68 20.1%
Total Employment[2]	99 100.0%	29 100.0%	195 100.0%	55 100.0%	189 100.0%	23 100.0%	244 100.0%	61 100.0%	246 100.0%	67 100.0%	390 100.0%	93 100.0%	1,387 100.0%	196 100.0%	1,426 100.0%	338 100.0%

1975

	ST. MARY'S UNIVERSITY				TRINITY UNIVERSITY				UNIVERSITY OF TEXAS AT S.A.				TOTAL 1975			
1975	Faculty[3]	Admin.[4]	Non[5] Pro. Staff	Professional Staff	Faculty	Admin.	Non-Pro. Staff	Professional Staff	Faculty	Admin.	Non-Pro. Staff	Professional Staff	Faculty	Admin.	Non-Pro. Staff	Professional Staff
Male	86 90.5%	25 78.1%	51 31.5%	23 50.0%	146 83.4%	59 55.7%	79 38.2%	0 0.0%	125 80.6%	44 81.5%	125 43.1%	17 100.0%	794 66.8%	182 68.4%	467 39.7%	95 54.0%
Female	9 9.5%	7 21.9%	111 68.5%	23 50.0%	29 16.6%	47 44.3%	128 61.8%	0 0.0%	30 19.4%	10 18.5%	165 56.9%	0 0.0%	395 33.2%	84 31.6%	710 60.3%	81 46.0%
White/ Anglo	87 91.6%	28 87.5%	61 37.7%	36 78.3%	171 97.7%	101 95.3%	132 63.8%	0 0.0%	138 89.0%	43 79.6%	172 59.3%	14 82.4%	1,013 85.2%	229 86.1%	554 47.1%	128 72.7%
Mexican American	5 5.3%	4 12.5%	87 53.7%	2 4.3%	3 1.7%	2 1.9%	66 31.9%	0 0.0%	13 8.4%	10 18.5%	98 33.8%	2 11.8%	116 9.8%	26 9.8%	501 42.6%	24 13.6%
Black	0 0.0%	0 0.0%	13 8.0%	7 15.2%	1 0.6%	3 2.8%	5 2.4%	0 0.0%	3 1.9%	0 0.0%	15 5.2%	0 0.0%	51 4.3%	10 3.8%	109 9.3%	21 11.9%
Other	3 3.2%	0 0.0%	1 0.6%	1 2.2%	0 0.0%	0 0.0%	4 1.9%	0 0.0%	1 0.6%	1 1.9%	5 1.7%	1 5.9%	9 0.8%	1 0.4%	13 1.1%	3 1.7%
Total Minority	8 8.4%	4 12.5%	101 62.3%	10 21.7%	4 2.3%	5 4.7%	75 36.2%	0 0.0%	17 11.0%	11 20.4%	118 40.7%	3 17.6%	176 14.8%	37 13.9%	623 52.9%	48 27.3%
Total Employment[2]	95 100.0%	32 100.0%	162 100.0%	46 100.0%	175 100.0%	106 100.0%	207 100.0%	0 100.0%	155 100.0%	54 100.0%	290 100.0%	17 100.0%	1,189 100.0%	266 100.0%	1,177 100.0%	176 100.0%

1. Data obtained from EEO-6 Reports - Higher Education Staff Information - for each institution.
2. Includes employees on 9-10 month and 11-12 month contracts.
3. Includes tenured and nontenured faculty.
4. Includes executive/administrative/managerial staff.
5. Includes secretarial/clerical, technical/paraprofessional, craft and service maintenance employees.

in 1978 ranges from a high of nearly 25 percent at Our Lady of the Lake University to a low of about 4 percent at Trinity University. This pattern generally reflects the situation found in 1975.

With respect to minority and female employment in administrative jobs at these institutions, we find that White/Anglos and males comprised the majority of the work force in this category. As Table 4.14 points out, St. Philips was once again the exception with nearly 89 percent of its administrative staff being composed of minorities in 1978. However, when we look at the other institutions, minority participation was extremely low. In 1978, for example, the proportion of minorities employed as administrators ranged from a high of 28 percent at San Antonio College to zero percent at Incarnate Word College.

There was also a very high concentration of males in these positions. Three institutions - San Antonio College, St. Philips and Trinity University - had over 90 percent of their administrative staffs composed of males. Only two institutions, Incarnate Word and Our Lady of the Lake University - had over 30 percent of their administrative staffs composed of females in 1978.*

Only in the nonprofessional category did minorities and women begin to achieve a degree of parity with their proportion of the total population. In fact, almost all of the minorities working in these institutions were employed in this category. In 1978, for instance, the minority composition of the nonprofessional staffs ranged from a high of 91 percent at St. Philips to a low of about 31 percent at Trinity University. Five institutions had over half of their nonprofessional staffs composed of minorities: Incarnate Word College (59.2%), Our Lady of the Lake University (58.0%), San Antonio College (58.7%), St. Philips College (90.5%), and St. Mary's University (58.5%).

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*Both Incarnate Word and Our Lady of the Lake University, until just recently were predominantly female institutions. Incarnate Word officially changed to a coeducational college in 1971. Our Lady of the Lake University changed its status at an earlier date. Also, both are Roman Catholic institutions. Our Lady of the Lake University was founded by the Congregation of Sisters of Divine Providence in 1911, and Incarnate Word is owned and operated by the Sisters of Charity of the Incarnate Word.

Overall, females comprised nearly 60 percent of the work force in this category in 1978. Proportionally, this represented a slight decrease over the 1975 percentage of 60.3 percent. In every institution, females comprised about half of the work force in this particular job area. The proportion ranged from a high of 77.6 percent at Incarnate Word to a low of 48.4 percent at St. Philips.

In the professional non-faculty category, females comprised nearly 52 percent of the total employment in these institutions during the 1977-1978 school year. This represented a substantial increase over the proportion noted for 1975. However, White/Anglos comprised about 80 percent of the total work force in this category. In fact, the proportion of minorities employed in this area declined since 1975. In 1978, they comprised 20 percent of the work force in the professional category. In 1975, they constituted slightly over 27 percent of the total employment in this job area.

Looking at the various institutions we find that the number of minorities employed in the professional category in 1978 ranged from a high of 83 percent at St. Philips to a low of only 3 percent at Trinity University. The female distribution ranged from a high of nearly 91 percent at Incarnate Word to a low of about 30 percent at St. Philips.

The one obvious conclusion that the data shows is that White/Anglo males held most of the top level jobs in these institutions. Minorities and women, on the other hand, were mainly concentrated in the lower paying job categories. This same pattern also held for faculty employment. Moreover, these patterns have persisted. Little upward mobility was evident for minorities and women in these institutions during the study period.

E. Summary

How did minorities and women do in the four sectors examined in this chapter? Although some progress is obvious, the data reveals that minorities and women were largely excluded from the higher paying, higher status jobs in these institutions. In the banking industry, for example, minorities and women were found to be almost completely absent from top level jobs. Also, women were mainly concentrated in the office/clerical job category. Furthermore, the pattern found in 1978 closely reflected the conditions found in 1968. Minorities were still underutilized, and women over-concentrated in certain job areas.

With respect to hospitals, minorities and women did relatively well in terms of their total employment. However, White/Anglos occupied most of the jobs at the official, administrative, and managerial levels. Minorities, on the other hand, were employed primarily as technicians, office/clerical and service workers. This pattern had changed little over the years.

In the broadcasting industry, minorities and women have made some progress over the past ten years. However, there were still disparities in the industry. Minorities and women were still largely excluded from the major decision-making and administrative jobs. They were still mainly concentrated in the lower salary levels and non-professional jobs.

With regard to colleges and universities in San Antonio, severe disparities existed. Minorities and women were concentrated mainly in the lower paying jobs. They comprised only a very small number of the executives, administrators, and managers in the various institutions. Moreover, they constituted only a small proportion of the total faculty. This situation was aggravated by the fact that little change in these patterns has occurred over the years.

NOTES TO CHAPTER IV

1. Equal Employment Opportunity Commission, Office of Research, Employment of Minorities and Women in Commercial Banking, Research Report No. 32, January, 1971, p. 9.

2. Mexican American Legal Defense and Educational Fund, Minorities and Women in Banking - San Antonio's Banking Industry: An Affirmative Action Analysis, February, 1979.

3. Ibid. Transmittal letter to the Hon. W. Michael Blumenthal, Secretary, U.S. Department of the Treasury, dated Dec. 1977, p. 4.

4. Texas Employment Commission, Job Scene 1985 Employment Projections by Specific Industries and Occupations. San Antonio, March, 1978, pp. 3-4.

CHAPTER V - THE PUBLIC SECTOR: AN EMPLOYMENT PROFILE

Government in the San Antonio metropolitan area is a major employer. Moreover, the importance of the public sector as an employer has become even greater over the years. For example, in 1968, various governmental units in the San Antonio SMSA employed over 70,000 people.[1] Ten years later the public sector employed in excess of 87,000 people - almost one-fourth of the total employed work force.[2] With respect to economic impact, civilian government employees earned more than 30 percent of the total earnings in the San Antonio metropolitan area in 1972. By 1978, this proportion had increased to nearly 40 percent.[3] The five major military installations located in the San Antonio area - Brooks Air Force Base, Kelly Air Force Base, Lackland Air Force Base, Randolph Air Force Base, and Fort Sam Houston - employed over 29,000 civilian employees earning in excess of $430 million in 1978 alone.[4] Without a doubt, the economy of San Antonio is very dependent on the governmental sector.

It is in this context that we will examine the present and past composition of the work force employed by various governmental units in the San Antonio metropolitan area. More specifically, we will analyze the make-up of the work force employed by the City of San Antonio and Bexar County over a ten-year period ranging from 1968 to 1978. We will also look at State and Federal employment patterns in the San Antonio metropolitan area over this same time period.

As in the previous chapters, the basic objective here is to examine the employment status of minorities and women. The intent of this examination is to develop a clear picture indicating how minorities and women have done with respect to employment in the public sector between 1968 and 1978.

A. Municipal Employment - City of San Antonio

At the 1968 Commission hearings, Walter McAllister, Mayor of San Antonio, said in his statement before the Commissioners:

> ...it is my conviction that the record of positive work in civil rights in San Antonio has been good by any standard. The city of San Antonio has led the way in the elimination of discrimination against individuals or groups by reason of race, creed, color or national origin. This was done long before the fair employment practices act was adopted. No quota system is in effect to confine or limit the recruitment or hiring of qualified individuals. Equal employment opportunities are afforded to all our citizens who seek jobs at city hall. Employment is based upon a bona fide occupational qualification, not on the color of a man's skin...5

As the hearing progressed, however, severe disparities were brought to light. Indeed, the question of equal employment opportunity in city government was raised many times. Things were not as they seemed.

The first major effort on the part of the city in the area of equal employment opportunity occurred in May, 1971. At that time, the City Council passed Ordinance No. 39531 which approved a plan for employing and training residents living in the Model Neighborhood area on the west side of San Antonio in connection with projects funded under the Model Cities program. That plan also established a number of manpower guidelines. These guidelines were the city's first attempt to undertake selective recruiting and training for a specific target group to increase their employability and provide them with employment opportunities similar to other residents in the city.[6] The first steps were taken.

On September 2, 1971, the City Council passed another ordinance establishing an equal employment opportunity program. It also adopted a policy of equal employment and established an Office of Equal Employment Opportunity to investigate complaints alleging discrimination. San Antonio was, in fact, the first city in Texas to establish such an office.[7]

In October, 1972, an Equal Employment Opportunity Counselor program was established by the City Council. This program was the responsibility of the Equal Employment Opportunity Division which reported directly to the City Manager.[8] On December 21, 1971, Ordinance No. 41620 passed by the City Council created an Office of Employee Relations which consisted of two divisions - the Labor Relations Division and the Equal Employment Opportunity Division.[9] In November, 1973, this ordinance was amended to create a Department of Equal Employment Opportunity.[10] That department, in turn, was given the responsibility of developing an Affirmative Action Plan (AAP) for the city in addition to its former task of investigating complaints of discrimination. The city's first plan was released in 1974.[11]

That plan was significant for a number of reasons. Not only was it the city's first formal document establishing its intent to achieve equal employment opportunity, it also established goals according to three categories - long range, intermediate range, and the immediate range. These goals are cited below:

> - The long range goal of the city is to end discriminatory practices and to take Affirmative Action so that even the effects of discrimination cease to exist.
>
> - The intermediate range goal of the city is to achieve a ratio of male/female and minority employees approximately equivalent to the ratio of the civilian labor force at all levels of employment within the next five years. (1974-1979)
>
> The immediate goals for city employment as a whole, concern contractors, personnel policies, test validation, recruitment, automated data processing of qualifications of city employees to insure adequate consideration for promotions and training, intensification of training, development of career ladders and revision of job descriptions as required.12

The city's AAP was designed to achieve parity in municipal employment with the ethnic, racial and sex ratios of employment in San Antonio's civilian work force. In this context, parity was defined:

> ...as the percentage of Whites, Blacks, Mexican Americans, males and females that are employed in the civilian labor force in similar job classes according to the 1970 Census. The exceptions to this definition are the Fire and Police Departments where parity is defined as the same ratios of Whites, Blacks and Mexican Americans as are found in the population. A significant disparity in the Fire and Police Department is deemed to exist when the percentage of minorities in the department (with particular emphasis placed on the Protective Service and Professional categories) is not at least 70% of the percentage of minorities in the population. Minority ethnic groups with less than 3% of the population are not addressed in this plan.13

How successful has the city been in meeting its goals? Has equal employment opportunity for minorities and women been realized? Has parity been achieved? Before we can answer these very important questions, we need to look more carefully at the city's employment picture and the changes that have taken place since 1968.

Tables 5.1 and 5.2 describe the city's overall employment for selected years by race, ethnicity and gender. Figure 16 graphically shows the relationships between these distributions.[14]

Perhaps the most significant finding to emerge from these employment data is that there has been a continuous decline in the number and proportion of White/Anglos matched by an increase in the number and proportion of minorities employed by the city. A second major finding is that while the number and proportion of women on the city's payroll has increased over the years, the gains have been small and slow in coming.

Upon closer examination of the data we find that in May 1968, the city employed slightly over 3,100 employees. Of that total, 2,624, or 82.1 percent, were males and 534, or 16.9 percent, were females. The work force at that time was predominantly White/

Table 5.1

Municipal Employees by Race and Ethnicity - San Antonio - 1968-1978

Employee Group	1968[1]	1973[2]	1975[3]	1976[4]	1978[5]
White/Anglo	2,006	2,171	2,388	2,382	2,367
Black	--	417	551	476	895
Mexican American	1,151	2,873	3,551	3,363	4,138
Other[6]	1	8	14	13	19
TOTAL	3,158	5,469	6,504	6,234	7,419

Municipal Employees by Race/Ethnicity and Gender - San Antonio

Employee Group	1968[1]		1973[2]		1975[3]		1976[4]		1978[5]	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
White/Anglo	-	[7]	1,815	356	1,992	396	2,003	379	1,937	430
Black	-	-	337	80	424	127	367	109	671	224
Mexican American	-	-	2,460	413	3,049	502	2,869	494	3,463	675
Other	-	-	4	4	9	5	11	2	14	5
TOTAL	2,624	534	4,616	853	5,474	1,030	5,250	984	6,085	1,334

1. City of San Antonio, Payroll Time Sheet, Pay Period, Dec. 14, 1968/Dec. 27, 1968. Regular Payroll. Personnel Dept., No Data on Race/Gender.
2. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, San Antonio, TX., Nov. 5, 1973.
3. Ibid. EEO/4, Jan. 7, 1976.
4. Ibid. EEO/4, Nov. 30, 1976.
5. Ibid. EEO/4, Mar. 31, 1979
6. "Other" includes Asian and Native American, and others not covered by the specific categories on the EEO-4 form.
7. No information available on gender.

Table 5.2

Percentage Distribution of Municipal Work Force by Race, Ethnicity and Gender - 1968 - 1978

Employee Group	1968[1]	1973[2]	1975[3]	1976[4]	1978[5]
White/Anglo	63.5	39.7	36.7	38.2	31.9
Black		7.6	8.5	7.6	12.1
Mexican American	36.4	52.5	54.6	54.0	55.8
Other[6]	0.1	0.1	0.2	0.2	0.2
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%

Employee Group	1968		1973		1975		1976		1978	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
White/Anglo	-	[7]	83.6	16.4	83.4	16.6	84.1	15.9	81.8	18.2
Black	-	-	80.8	19.2	77.0	23.0	77.1	22.9	75.0	25.0
Mexican American	-	-	85.6	14.4	85.9	14.1	85.3	14.7	83.7	16.3
Other	-	-	50.0	50.0	64.3	35.7	84.6	15.4	73.7	26.3
Total	83.1	16.9	84.4	15.6	84.2	15.8	84.2	15.8	82.0	18.0

1. City of San Antonio, Payroll Time Sheet Payperiod Dec. 14, 1968/Dec. 27, 1968, Regular Payroll, Personnel Dept. No data on race/Gender.
2. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, San Antonio, Tx., Nov. 5, 1973.
3. Ibid. EEO-4, Jan. 7, 1976.
4. Ibid. EEO-4, Nov. 30, 1976.
5. Ibid. EEO-4, Mar. 31, 1979.
6. "Other" includes Asian and Native Americans and others not covered by the specific categories on the EEO-4 form.
7. No information available on race and gender.

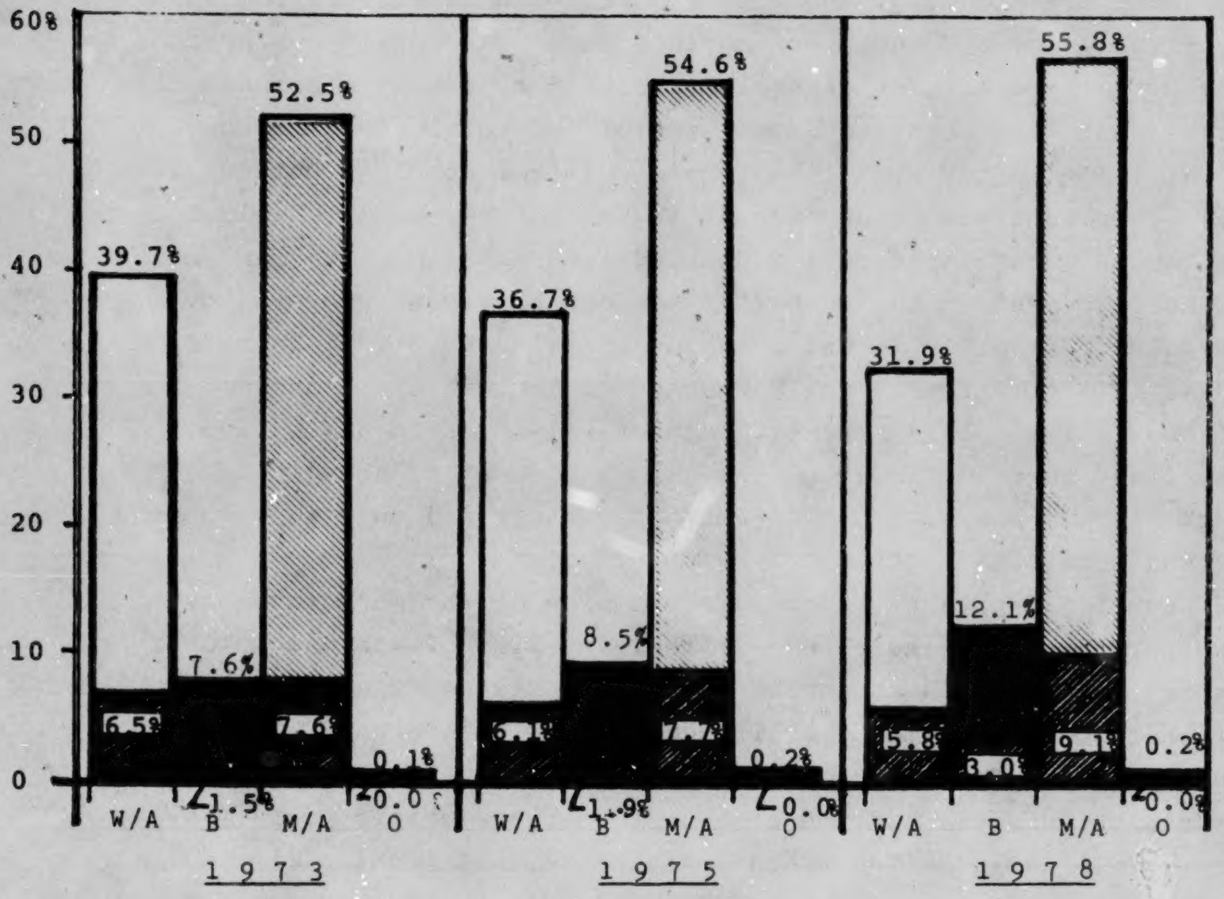


FIGURE 16

Employment Distribution by Race, Ethnicity and Gender - City of San Antonio -

1973, 1975, 1978

SOURCE: City of San Antonio, State and Local Government Information - EEO/4.

Anglo, with Anglos comprising about 64 percent of the total work force. By 1973, the city's work force composition changed substantially. The overall proportion of White/Anglos on the city's payroll declined to about 40 percent of the total; however the proportion of minorities working for the city had increased to about 60 percent. On the other hand, the proportion of women employed by the city decreased from 16.9 percent in 1968 to 15.6 percent in 1973, even though they experienced an absolute increase of 319. (See Tables 5.1 and 5.2)

From 1973 to 1978, the city's work force increased from 5,469 to slightly over 7,400. During this five-year period, however, the overall proportion of Anglos employed by the city dropped from about 40 percent to 32 percent of the total. At the same time, the minority work force increased from about 60 percent in 1973 to slightly over 68 percent in 1978. The number of black employees during this period doubled; whereas, there was an increase of 1,265 in the number of Mexican Americans employed by the city. As of 1978, White/Anglos constituted 31.9 percent of the city's work force, while blacks and Mexican Americans comprised 12.1 and 55.8 percent, respectively. Asian and Native Americans together made up less than 1 percent of the city's work force. Women, on the other hand, comprised only 18 percent of the total. (See Table 5.2)

Equally important is the distribution of the work force by job category. As indicated earlier, the kind of job one holds is crucial inasmuch as income as well as status is a function of that job within the overall occupational hierarchy. Table 5.3 describes the distribution of the city's work force by race, ethnicity, gender, and job category for two specific years: 1973 and 1978. Table 5.4 shows the percentage distribution of the city's work force among the various job categories. Figure 17 graphically defines the data.

The figures on these tables show that although minorities constituted a majority of the city's work force, they comprised

Table 5.3

Occupational Distribution of Municipal Work Force by Race/Ethnicity, and Gender - 1973 and 1978

1978 Job Category	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
Officials/Admin.	66	45	3	17	1	21	60	6
Professionals	1,013	602	77	333	1	411	724	289
Technicians	228	80	16	131	1	148	196	32
Protective Service	1,977	1,119	110	742	6	858	1,952	25
Para Professional	505	108	112	283	2	397	278	227
Office/Clerical	803	179	118	502	4	624	142	661
Skilled Craft	556	109	62	383	2	447	552	4
Service-Maint.	2,271	125	397	1,747	2	2,146	2,181	90
Total	7,419	1,334	895	4,138	19	5,052	6,085	1,334

1973 Job Category	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
Officials/Admin.	79	53	3	22	1	26	78	1
Professionals	705	477	32	195	1	228	532	173
Technicians	292	117	16	157	2	175	255	37
Protective Service	1,672	1,023	59	590	0	649	1,667	5
Para Professional	326	92	58	176	0	234	172	154
Office-Clerical	588	204	45	337	2	384	127	461
Skilled Craft	364	116	45	202	1	248	363	1
Service-Maint.	1,443	89	159	1,194	1	1,354	1,422	21
Total	5,469	2,171	417	2,873	8	3,298	4,616	853

SOURCE: U.S. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, San Antonio, TX., Nov. 1973 and Mar. 1979.

Table 5.4
Occupational Distribution of Municipal Work Force By Race/Ethnicity and Gender - 1973 and 1978
Percentage Distribution

1 9 7 8 Job Category	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
Officials/Admin.	0.9	1.9	0.3	0.4	5.3	0.4	1.0	0.4
Professionals	13.7	25.4	8.6	8.1	5.3	8.1	11.9	21.7
Technicians	3.1	3.4	1.8	3.2	5.3	2.9	3.2	2.4
Protective Service	26.6	47.2	12.3	17.9	31.5	17.0	32.1	1.9
Para Professional	6.8	4.6	12.5	6.8	10.5	7.9	4.6	17.0
Office/Clerical	10.8	7.6	13.2	12.1	21.1	12.4	2.3	49.6
Skilled Craft	7.5	4.6	6.9	9.3	10.5	8.8	9.1	0.3
Service-Maint.	30.6	5.3	44.4	42.2	10.5	42.5	35.8	6.7
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1 9 7 3 Job Category	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
Officials/Admin.	1.4	2.4	0.7	0.8	12.5	0.8	1.7	0.1
Professionals	12.9	22.0	7.7	6.8	12.5	6.9	11.5	20.3
Technicians	5.3	5.4	3.8	5.5	25.0	5.3	5.5	4.3
Protective Service	30.6	47.2	14.1	0.5	0.0	19.7	36.1	0.6
Para Professional	6.0	4.2	13.9	6.1	0.0	7.1	3.7	18.1
Office-Clerical	10.8	9.4	10.8	11.7	25.0	11.6	2.3	54.0
Skilled Craft	6.7	5.3	10.8	7.0	12.5	7.5	7.9	0.1
Service-Maint.	26.3	4.1	38.1	41.6	12.5	41.1	30.8	2.5
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

SOURCE: U.S. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, San Antonio, TX., Nov. 1973 and Mar. 1979.

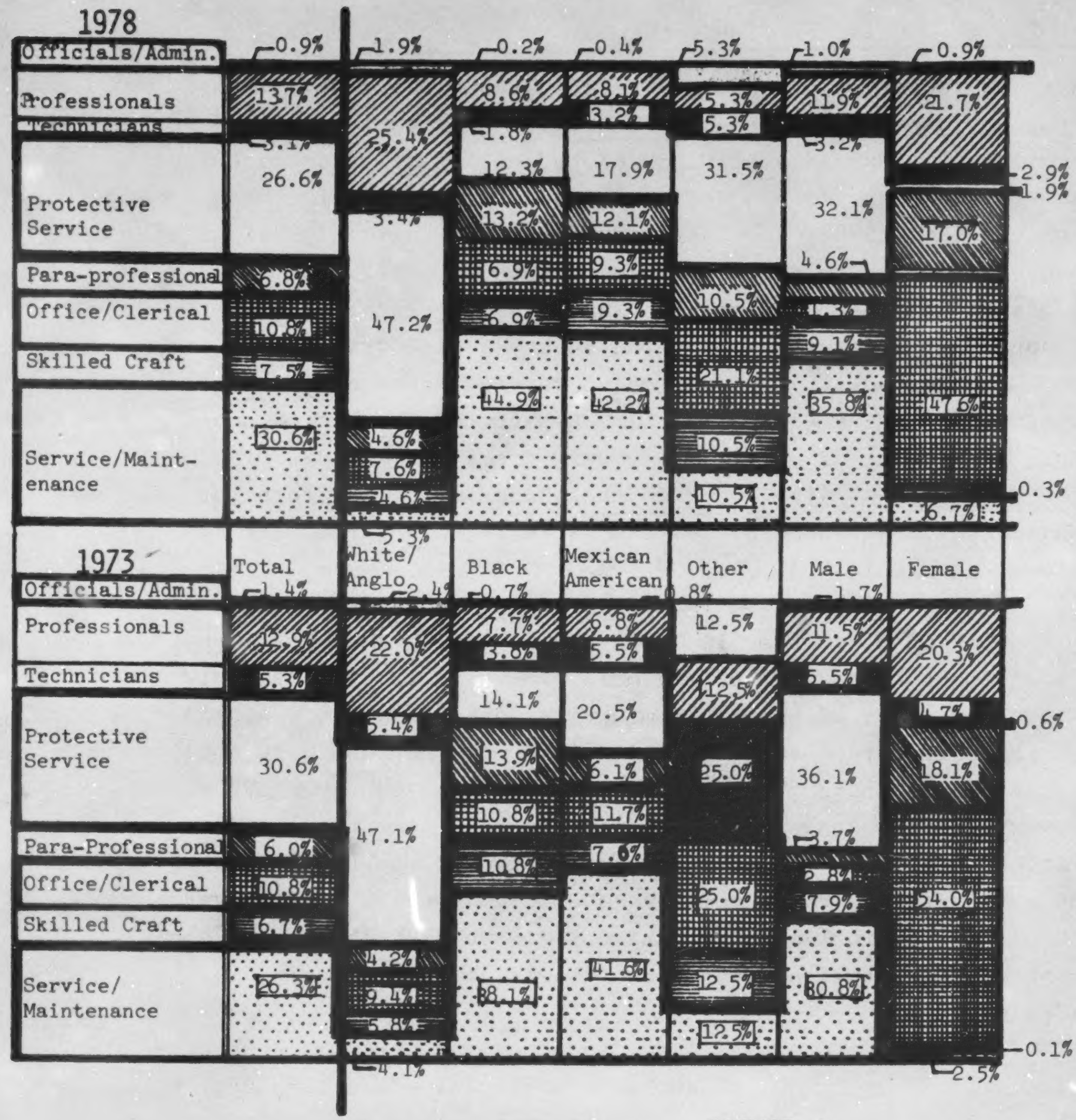


FIGURE 17

Job Distribution by Race Ethnicity and Gender

City of San Antonio
1973 and 1978

SOURCE: City of San Antonio, State and Local Government Information/EEO-4, Nov. 1973 and Mar. 1979.

most of those employed in the office/clerical, skilled craft and service/maintenance job categories. In fact, nearly 64 percent of all Mexican Americans, 65 percent of all blacks, but only about 18 percent of all White/Anglos were employed in these three job areas in 1978. In contrast, nearly one-third (30.7%) of all Anglos employed by the city were in the official/administrative, professional, and technician job areas. Only 11 percent of the minority work force was employed in these categories. (See Table 5.4)

With respect to the protective service category - which includes both the Police and Fire Departments - we find that only 17 percent of the minority work force was employed in that job category in 1978. On the other hand, over 47 percent of all White/Anglos employed by the city were in this particular job area. (See Table 5.4)

Although there was some improvement in the overall distribution of minorities in the higher status job areas, that improvement appeared to be minimal. For example, in 1973 only about 7 percent of the total minority work force was employed as professionals. By 1978, slightly over 8 percent were employed in this job category (an absolute increase of 183 over 1973). However, during this same time period, the proportion of White/Anglos in this job category increased from 22 to slightly over 25 percent (this represented an absolute increase of 125 over 1973). If we look at the total work force distribution we see that only about 14 percent were classified as professionals. (See Table 5.4)

In 1978, White/Anglos exceeded the total work force proportion in four major job categories - official/administrators, professional, technician, and protective service. Minorities on the other hand, exceeded the total proportion in the paraprofessional, office/clerical, skilled craft, and service/maintenance job categories.

When we look specifically at the distribution for female employees, a severe pattern of underrepresentation and over concentration in certain job categories emerges. For example, in 1978, women comprised only 18 percent of the total work force employed by the city. In contrast, women constituted about 39 percent of the total civilian work force in the San Antonio metropolitan area. Moreover, two-thirds of all female employees were employed either as para-professionals, or as office/clerical workers. In fact, nearly half of all the women employed by the city were working in the office/clerical job category.

In the city's 1976 AAP, the Equal Employment Opportunity Department addressed this problem. It stated very critically that:

> ...the city's progress in providing equal opportunities for women has not kept pace with progress in providing equal opportunities for minorities. With respect to minorities, the city has been able to achieve and maintain an adequate overall representation, as compared to the available labor force, although much still remains to be done to improve the representation of minorities in the professional job categories. Women continue to be underrepresented not only in specific job categories such as Professional and Officials/Administrators but also in total city staff. This condition persists even though, under the first modification of this Plan, special emphasis was given to the placement of females in city departments and in all job categories.[15]

It was also pointed out:

> The problem that the city faces in attempting to reach its affirmative action goals with respect to women has its roots in two major areas - training and recruitment. The city has been unable to prepare its female employees for promotion out of traditional clerical positions into technical, professional, and management positions; and, the city has been unable to effectively recruit qualified females for positions in such job categories as Officials and Administrators, Professional, Technical, Protective Service (Fire and Police) and Skilled Craft.16

In 1978, the city's Equal Employment Opportunity Department reported that little had changed since 1976.

> Women are not only underrepresented on total city staff, but as is the case with minorities, they are concentrated in certain EEOC job categories and underrepresented in others. Also, since women are generally employed in the lower paying job classes in every EEOC category, the average salary for females is considerably below the average salary for total city staff. 17

In 1977, a Women's Advocate Program was proposed by the Department of Equal Employment Opportunity. That proposal was subsequently turned down for budgetary reasons. A second initiative was taken by the City Manager's Office which led to the establishment of a special advocacy committee on the status of women in the city's work force. In its report, the committee found:

> ...that discrimination has and does exist not only with respect to females, but also with respect to minorities...18

The report also pointed out that some of the incidents and practices that may have been perceived as discriminatory could have been due to poor supervisory practice, lack of supervisory training, or lack of sensitivity on the part of supervisors.

In general, a supervisor is an individual who has authority to hire, transfer, suspend, promote, discharge, assign, reward, discipline or adjust grievances between employees. In a special survey conducted by the Employee Relations Department in 1973 describing the supervisory and nonsupervisory work force, slightly over 1,100 supervisory positions were identified. This total represented about 18 percent of the city's work force. Tables 5.5 and 5.6 describe the distribution of the supervisory and nonsupervisory work force by race, ethnicity and gender for the third quarter of 1972 and the second quarter of 1973.

Table 5.5 shows the horizontal distribution of the supervisory/nonsupervisory work force among the various racial/ethnic groups. Looking only at the second quarter of 1973, we find that out of 1,118 supervisory employees, 399, or about 36 percent, were Mexican Americans; 60, or approximately 5 percent, were blacks; and nearly 60 percent, or 659 were White/Anglos.

Table 5.5

Supervisory/Nonsupervisory Work force
By Race, Ethnicity and Gender
San Antonio 1972/73
(Horizontal Distribution)

	Total		Mexican American		Black		White/Anglo		Female		Male	
	3rd Qtr 1972	2nd Qtr 1973	3rd Qtr 1972	2nd Qtr 1973	3rd Qtr 1972	2nd Qtr 1973	3rd Qtr 1972	2nd Qtr 1973	3rd Qtr 1972	2nd Qtr 1973	3rd Qtr 1972	2nd Qtr 1973
Position Totals	5,500	6,093	2,874	3,200	408	477	2,218	2,416	873	1,034	4,627	5,059
Percent of Total	100%	100%	52.3	52.5	7.4	7.8	40.3	39.7	15.9	17.0	84.1	83.0
Non-Supervisory	4,579	4,975	2,546	2,801	366	417	1,667	1,757	751	840	3,828	4,135
Percent of Total	100%	100%	55.6	56.3	8.0	8.4	36.4	35.3	16.4	16.9	83.6	83.1
Supervisory Totals	921	1,118	328	399	42	60	551	659	122	194	799	924
Percent of Total	100%	100%	35.6	35.7	4.6	5.4	59.8	58.9	13.2	17.4	86.8	82.6

SOURCE: City of San Antonio, Employee Relations Department, EEO Quarterly Report Summary, June 30, 1973.

Definitions: Non-Supervisory - An individual who is not authorized to exercise authority over any other individual.
Supervisory - An individual who has authority to influence any of the following actions with regard to another individual: hire, transfer, suspend, recall, promote, discharge, assign, reward, discipline, or adjust grievance.

Table 5.6

Supervisory/Nonsupervisory Work force
By Race, Ethnicity and Gender
San Antonio 1972/73
(Vertical Distribution)

	Total		Mexican American		Black		White/Anglo		Female		Male	
	3rd Qtr 1972	2nd Qtr 1973	3rd Qtr 1972	2nd Qtr 1973	3rd Qtr 1972	2nd Qtr 1973	3rd Qtr 1972	2nd Qtr 1973	3rd Qtr 1972	2nd Qtr 1973	3rd Qtr 1972	2nd Qtr 1973
Position Totals	5,500	6,093	2,874	3,200	408	477	2,218	2,416	873	1,034	4,627	5,059
Percent of Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Non-Supervisory	4,579	4,975	2,546	2,801	366	417	1,667	1,757	751	840	3,828	4,135
Percent of Total	83.3	81.7	88.6	87.5	89.7	87.4	75.2	72.7	86.0	81.2	82.7	81.7
Supervisory Totals	921	1,118	328	399	42	60	551	659	122	194	799	924
Percent of Total	16.7	18.3	11.4	12.5	10.3	12.6	24.8	27.3	14.0	18.8	17.3	18.3

SOURCE: City of San Antonio, Employee Relations Department, EEO Quarterly Report Summary - June 30, 1973.

Definitions: Non-Supervisory - An individual who is not authorized to exercise authority over any other individual.

Supervisory - An individual who has authority to influence any of the following actions with regard to another individual: hire, transfer, suspend, recall, promote, discharge, assign, reward, discipline, or adjust grievances.

Approximately 83 percent of all the supervisors were males and about 17 percent were females. These figures appear to indicate a severe disparity. For example, although White/Anglos constituted nearly 60 percent of all the supervisors they comprised only about 40 percent of the city's work force. In comparison, while Mexican Americans made up over half of the work force, only about 36 percent were classified as supervisors. Furthermore, only about 13 percent of the total Mexican American work force was classified as supervisory; whereas, slightly over 27 percent of the total White/Anglo work force was classified as such. (See Table 5.6)

Not only were minorities and women concentrated in certain job areas, they were also concentrated in the lower paying job classes. Tables 5.7 and 5.8 vividly point out the degree of concentration. Figure 18 graphically illustrates that concentration.

In 1973, over half (54.7%) of the city's work force earned less than $8,000 a year. However, nearly 73 percent of the minority work force, and over 80 percent of all female employees made less than this. In contrast, only 27 percent of all White/Anglo employees and about half of all males (49.5%) were in this range. (See Table 5.8)

At the other end of the pay scale, we find that nearly 23 percent of the total work force made in excess of $10,000 a year. But only 13 percent of all minorities, and 5 percent of all female employees were in this salary range. For White/Anglos and males, the figures were 38 and 26 percent, respectively. (See Table 5.8)

By 1978, the overall salary distribution had shifted upward but the same relationships held. For example, 35 percent of the total work force made below $8,000 a year. However, over 45 percent of the minority work force, and nearly 61 percent of all female employees were in this category. Moreover, if we look at specific racial/ethnic groups we find that 63 percent

Table 5.7
Salary Distribution of Municipal Work Force by Race/Ethnicity, and Gender - 1973 and 1978

1 9 7 8 Annual Salary (Thousands)	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
$ 0.1 - 3.9	0	0	0	0	0	0	0	0
0.4 - 5.9	179	25	53	98	3	154	60	119
6.0 - 7.9	2,417	280	512	1,618	7	2,137	1,726	691
8.0 - 9.9	1,300	242	120	937	1	1,058	1,046	254
10.0 - 12.9	943	282	100	561	0	661	779	164
13.0 - 15.9	1,885	1,081	97	702	5	804	1,818	67
16.0 - 24.9	637	411	12	212	2	226	600	37
25.0 +	58	46	1	10	1	12	56	2
TOTAL	7,419	2,367	895	4,138	19	5,052	6,085	1,334

1 9 7 3 Annual Salary (Thousands)	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
$ 0.1 - 3.9	77	7	12	56	2	70	47	30
4.0 - 5.9	1,615	238	186	1,190	1	1,377	1,118	497
6.0 - 7.9	1,294	349	138	805	2	945	1,126	168
8.0 - 9.9	1,243	762	66	415	0	481	1,129	114
10.0 - 12.9	1,062	679	9	373	1	383	1,022	40
13.0 - 15.9	111	80	5	25	1	31	108	3
16.0 - 24.9	61	51	1	8	1	10	60	1
25.0 +	6	5	0	1	0	1	6	0
TOTAL	5,469	2,171	417	2,873	8	3,298	4,616	853

SOURCE: U.S. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, San Antonio, TX., Nov. 1973 and March, 1979.

Table 5.8
Salary Distribution of Municipal Work Force by Race/Ethnicity, and Gender - 1973 and 1978

Percentage Distribution

1 9 7 8 Annual Salary (Thousands)	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
$ 0.1 - 3.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.4 - 5.9	2.4	1.1	5.9	2.4	15.8	3.0	1.0	8.9
6.0 - 7.9	32.6	11.8	57.2	39.1	36.8	42.3	28.4	51.8
8.0 - 9.9	17.5	10.2	13.4	22.6	5.3	20.9	17.2	19.0
10.0 - 12.9	12.7	11.9	11.2	13.6	0.0	13.1	12.8	12.3
13.0 - 15.9	25.4	45.7	10.9	17.0	26.3	15.9	29.9	5.0
16.0 - 24.9	8.6	17.4	1.3	5.1	10.5	4.5	9.8	2.8
25.0 +	0.8	1.9	0.1	0.2	5.3	0.2	0.9	0.1
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1 9 7 3 Annual Salary (Thousands)	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
$ 0.1 - 3.9	1.4	0.3	2.9	1.9	25.0	2.1	1.0	3.5
4.0 - 5.9	29.6	11.0	44.6	41.4	12.5	41.8	24.2	58.3
6.0 - 7.9	23.7	16.1	33.1	28.0	25.0	28.7	24.4	19.7
8.0 - 9.9	22.7	35.1	15.8	14.4	0.0	14.6	24.6	13.4
10.0 - 12.9	19.4	31.3	2.2	13.0	12.5	11.6	22.1	4.7
13.0 - 15.9	2.0	3.7	1.2	0.9	12.5	0.9	2.3	0.3
16.0 - 24.9	1.1	2.3	0.2	0.3	12.5	0.3	1.3	0.1
25.0 +	0.1	0.2	0.0	0.1	0.0	0.3	0.1	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

SOURCE: U.S. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, San Antonio, TX., Nov, 1973 and March, 1979.

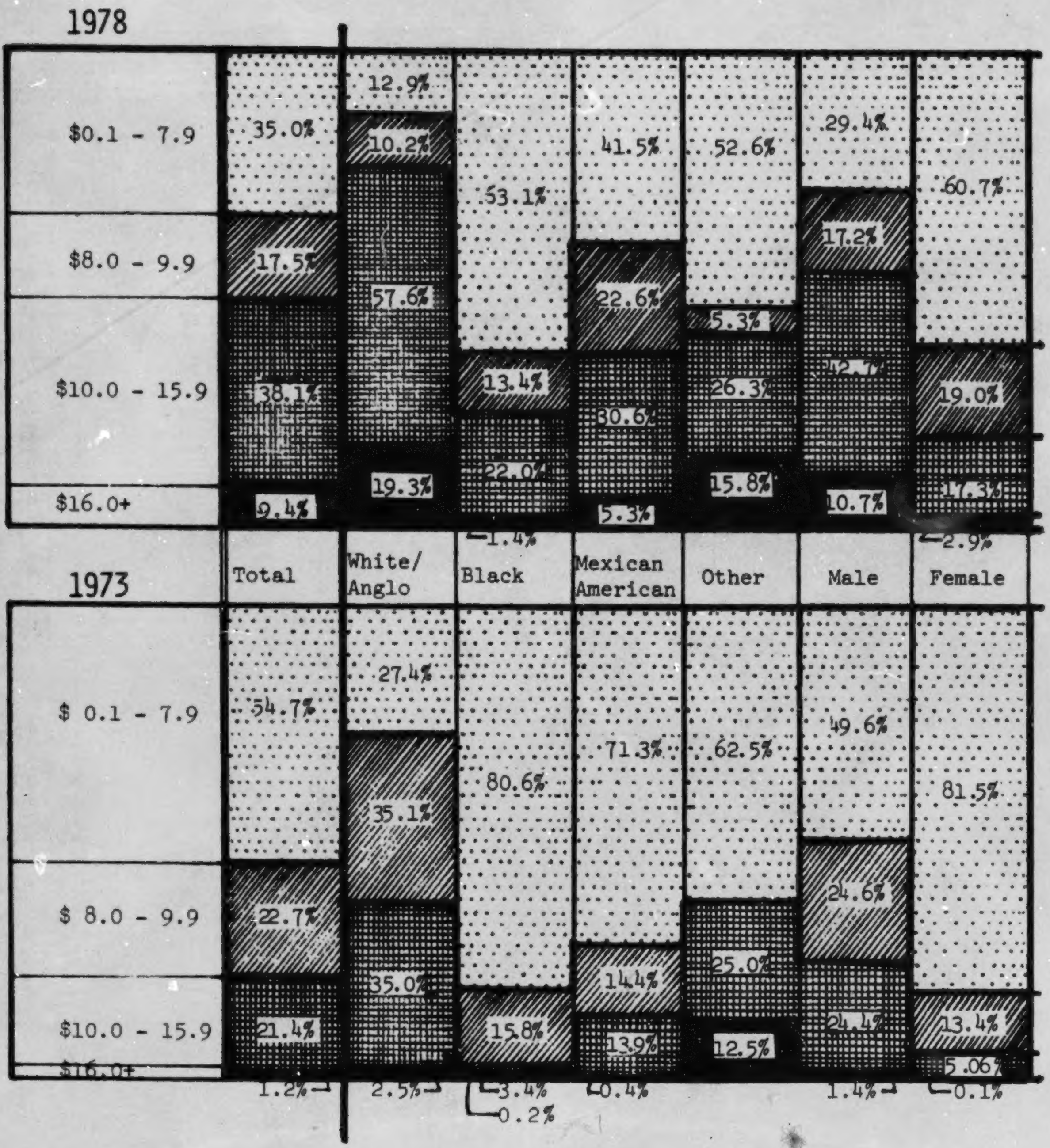


FIGURE 18

Salary Distribution by Race, Ethnicity and Gender - City of San Antonio - 1973 and 1978

SOURCE: City of San Antonio, State and Local Government Information/EEO/4, Nov. 1973 and Mar. 1979.

of all black employees, 42 percent of all Mexican American employees, and about 53 percent of all Asian Americans were in this salary range. In contrast, only about 13 percent of all White/Anglo and 29 percent of all male employees were in this bracket.

At the higher salary levels, nearly half (47.5%) of the city's work force was making $10,000 or more. Yet, only 34 percent of all minority employees and 20 percent of all females were making in excess of $10,000 a year. On the other hand, nearly 77 percent of all White/Anglos and 53 percent of all male employees were in this salary range. (See Table 5.8)

At the highest salary levels - $16,000 and above - we find that while only 9.4 percent of the total work force was in this range, 19 percent of all White/Anglos and nearly 11 percent of all males were in this category. In contrast, less than 5 percent of all minority employees and only about 3 percent of all females were making $16,000 or more a year in 1978. (See Table 5.8)

A special report prepared for the Mayor's Commission on the Status of Women in 1977, pointed out that the average salaries of minorities and women were nearly always lower than the average salaries of White/Anglo males. Furthermore, this pattern was found to be true for all job categories.[19]

Table 5.9 summarizes the findings of the above report. In every job category males earned more than females. In every job category except two, White/Anglos earned more than blacks, Mexican Americans and Asian Americans. The two exceptions were in the professional and skilled craft job categories. However, in both instances, there were only a few minorities - two Asian Americans in the professional and one in the skilled craft category - thereby making their averages higher than they would have been otherwise. The average monthly salary for the total work force at that time was $849. For males, however, the average was $916, for females the average was only $572. White/Anglos averaged slightly over $1,000 a month. In contrast, the average monthly salary for blacks and Mexican Americans was only $697 and $756, respectively.

Table 5.9

Distribution and Salary Characteristics of the Municipal Work Force by Race/Ethnicity and Gender
San Antonio - 1977

	Officials/ Admin.	%	Profes- sional	%	Techni- cians	%	Protective Service	%	Para-Pro fessional	%	Office & Clerical	%	Skilled Craft	%	Service/ Maint.	%	Total City Staff	%
Total in Group	67	100.0	985	100.0	205	100.0	2,251	100.0	383	100.0	725	100.0	501	100.0	1,882	100.0	6,999	100.0
Male	64	96.0	718	72.9	179	87.2	1,965	87.3	215	56.3	155	21.4	499	99.6	1,844	98.0	5,639	80.6
Female	3	4.0	267	27.1	26	12.7	286	12.7	168	43.7	570	78.6	2	0.4	38	2.0	1,360	19.4
White/ Anglo	47	70.0	596	60.5	80	39.2	1,253	55.7	95	24.6	187	25.8	125	24.8	117	6.2	2,500	35.7
Black	3	4.5	67	6.7	11	5.4	104	4.6	63	16.5	76	10.5	50	10.0	229	12.2	603	8.6
Mexican American	16	24.0	320	32.5	113	54.9	888	39.4	225	58.9	460	63.4	325	65.0	1,533	81.5	3,880	55.5
Other	1	1.5	2	0.3	1	0.5	6	0.3	0	0.0	2	0.3	1	0.2	3	0.1	16	0.2
Average Salary Per Month in Category	$ 2,088		$ 1,195		$ 821		$ 980		$ 609		$ 548		$ 738		$ 665		$ 849	
Male	2,114		1,279		836		1,089		628		557		739		668		916	
Female	1,552		969		719		225		585		546		465		542		572	
White/ Anglo	2,145		1,231		901		1,045		678		576		848		673		1,029	
Black	2,108		924		694		876		574		501		710		627		697	
Mexican American	1,923		1,184		778		899		589		545		694		670		756	
Other	2,006		1,503		774		904		0		525		1,546		526		961	

SOURCE: City of San Antonio, Special Report for Mayor's Commission on Status of Women: City Employment Profile, March 13, 1977, Equal Employment Opportunity Department.

The patterns described above appeared to be of a long term nature. Although efforts were made to redress disparities and some progress had been achieved, the basic patterns have persisted. For example, minorities and women continued to be concentrated in para-professional, office/clerical, skilled craft, and service/maintenance job categories. White/Anglos, on the other hand, held most of the jobs in the official/administrator, professional, technician and protective service job areas. Women were mainly concentrated in the professional, para-professional and office/clerical jobs. However, they were almost totally excluded from craft job categories. Minorities, especially minority males, were mainly concentrated in the skilled craft and service/maintenance areas. Minority females were located primarily in the office/clerical job category.

Tables 5.1D and 5.2D in Appendix D describe the occupational and salary distribution for city employees by race, ethnicity, gender, job category and salary level for two years: 1973 and 1978. These tables are designed to show patterns and trends that have developed since 1973 within each of the racial/ethnic groups. More specifically, Table 5.10 shows the distribution of the work force by job category and Table 5.11 shows the distribution by salary levels. In many respects, these tables are similar to those presented earlier - see Tables 5.4 and 5.8 - but differ in that the gender distribution within each of the racial/ethnic groups is shown.

Looking at Table 5.10 the data shows that although there was a slight proportional decrease in the number of official/administrative employees among males and a slight increase among females from 1973 through 1978, White/Anglo males still occupied most of the jobs in this category. In the professional job area, more White/Anglo males and females were in this category than

Table 5.10

Staffing Patterns
By Race, Ethnicity, Gender and Job Category
City of San Antonio

1973/1978
Percentage Distribution (Vertical)

JOB CATEGORY	1973/1978										1973/1978									
	MALE					MALE					FEMALE					FEMALE				
	W	B	M/A	O	T	W	B	M/A	O	T	W	B	M/A	O	T	W	B	M/A	O	T
Officials and Administrators	2.9	0.9	0.9	25.0	1.7	2.1	0.4	0.4	7.1	1.0	0.3	0.0	0.0	0.0	0.1	0.9	0.0	0.3	0.0	0.4
Professionals	19.3	5.6	6.5	25.0	11.5	21.7	6.0	7.6	7.1	11.9	35.4	16.3	8.2	0.0	20.3	42.1	16.5	10.5	0.0	21.7
Technician	5.6	4.5	5.6	25.0	5.5	3.6	2.1	3.3	0.0	3.2	4.2	1.3	4.8	25.0	4.3	2.6	0.9	2.7	20.0	2.4
Protective Service	56.1	17.5	24.0	0.0	36.1	57.1	16.1	21.1	42.9	32.1	1.4	0.0	0.0	0.0	0.6	3.0	0.9	1.5	0.0	1.9
Para Professional	3.1	9.5	3.4	0.0	3.7	2.8	9.7	4.6	0.0	4.6	10.1	32.4	22.3	0.0	18.1	12.6	21.0	18.4	40.0	17.0
Office and Clerical	1.8	3.0	3.5	0.0	2.8	1.3	2.7	2.8	14.3	2.3	48.3	43.7	61.0	50.0	54.0	36.0	44.6	59.8	40.0	49.6
Skilled Craft	6.4	13.4	8.2	25.0	7.9	5.6	9.2	10.9	14.3	9.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3
Service/ Maintenance	4.8	45.6	48.0	0.0	30.8	5.8	53.8	49.2	14.3	35.8	0.3	6.3	3.4	25.0	2.5	2.8	16.1	6.2	0.0	6.7
Totals	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

W - White/Anglo
B - Black
M/A - Mexican American
O - Other (Asian American/Native American)
T - Total
SOURCE: Equal Employment Opportunity Commission - State and Local Government Information/EEO-4, San Antonio, TX., Nov. 1973 and March, 1979.

Table 5.11

Salary Distribution
By Race, Ethnicity, and Gender
City of San Antonio

1973/1978

Percentage Distribution (Vertical)

Annual Salary in Thousands	1973/1978										1973/1978									
	MALE					MALE					FEMALE					FEMALE				
	W	B	M/A	O	T	W	B	M/A	O	T	W	B	M/A	O	T	W	B	M/A	O	T
0.1 - 3.9	0.1	2.4	1.5	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.4	5.0	4.6	50.0	3.5	0.0	0.0	0.0	0.0	0.0
4.0 - 5.9	5.8	39.1	35.8	0.0	24.2	0.3	2.8	1.0	7.1	1.0	37.4	67.5	78.8	25.0	58.3	4.4	15.2	9.5	40.0	8.9
6.0 - 7.9	13.7	37.4	30.5	25.0	24.4	6.9	54.7	35.3	35.7	28.4	28.4	15.0	13.1	25.0	19.7	34.2	64.7	58.8	40.0	51.8
8.0 - 9.9	37.5	17.2	15.9	0.0	24.6	8.0	14.5	22.9	0.0	17.2	22.8	10.0	6.1	0.0	13.4	20.2	10.3	21.2	20.0	19.0
10.0 - 12.9	35.6	2.1	14.9	25.0	22.1	9.4	12.5	14.8	0.0	12.8	9.0	2.5	1.5	0.0	4.7	23.3	7.1	7.1	0.0	12.3
13.0 - 15.9	4.2	1.5	1.0	25.0	2.3	53.0	14.2	19.9	35.7	29.9	0.8	0.0	0.0	0.0	0.3	12.3	0.9	1.8	0.0	5.0
16.0-24.9	2.8	0.3	0.3	25.0	1.3	20.1	1.2	5.8	14.3	9.8	0.2	0.0	0.0	0.0	0.1	5.1	1.8	1.6	0.0	2.8
25.0 Plus	0.3	0.0	0.1	0.0	0.1	2.3	0.1	0.3	7.1	0.9	0.0	0.0	0.0	0.0	0.0	0.5	0.5	0.0	0.0	0.1
Totals	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

W - White/Anglo
B - Black
M/A - Mexican American
O - Other (Asian/Native Americans)
T - Totals

SOURCE: Equal Employment Opportunity Commission - State and Local Government Information/EEO-4, San Antonio, TX., Nov. 1973 and March, 1979.

minority males or females. In the technician job category the disparities were not quite as severe. However, there was a significant proportional decline in the number of employees in this job area. For example, in 1973, 5.5 percent of all males and 4.3 percent of all females were employed as technicians. In 1978, the proportions were 3.2 and 2.4 percent, respectively.

In the protective service area, White/Anglo males had most of the jobs. Over 56 percent of all White/Anglo males employed by the city in 1973, were in this job category. By 1978, their proportion had increased to 57.1 percent. When we compare the distribution among the various racial/ethnic groups, White/Anglos comprised slightly over 61 percent of all the employees in this category in 1973. In contrast, blacks constituted only 3.5 percent, and Mexican Americans 35.3 percent of the total. By 1978, White/Anglos made up nearly 57 percent of the total. Blacks and Mexican Americans constituted 5.7 and 37.5 percent, respectively. Asian Americans made up the remainder. (See Tables 5.1D(3) and 5.2D(3) in Appendix D)

Perhaps the most glaring disparity is the almost complete absence of women in this job area. In 1973, they constituted less than 1 percent of all employees in the protective service category. By 1978, they comprised only 1.3 percent of this total work force in this job area. (See Tables 5.1D(3) and 5.2D(3))

In the para-professional and office/clerical jobs, however, women constituted the majority. In 1973, 48.3 percent of all White/Anglo, 43.7 percent of all black, 61 percent of all Mexican American, and 50 percent of all Asian American women were employed in the office/clerical category. By 1978, the pattern had changed little. Nearly half of all the females employed by the city were in this job category. (See Table 5.10)

Virtually no women were employed in the skilled craft job category. Minority males, on the other hand, dominated this job category. In 1973, about 8 percent of all Mexican American employees were in this category. By 1978, nearly 11 percent were employed in this job area. Black males also experienced a slight proportional increase from 8.2 to 9.2 percent. The proportion of White/Anglos in this category declined from 6.4 to 5.6 percent of the total White/Anglo work force. (See Table 5.10)

Mexican Americans constituted over half of all the employees in the skilled craft category in 1973. Of the 364 employees in this job area, 202 were Mexican American, 116 were Anglo, 45 were black, and only one was Asian American. (See 5.1D(1)) In 1978, the proportion of Mexican Americans in this category increased to 69 percent. The proportion of White/Anglos and blacks, on the other hand, declined to 19.6 and 11.2 percent, respectively. (See Tables 5.1D(3) and 5.2D(3))

Mexican Americans also made up most of the workers employed in the service/maintenance area. In 1973 they constituted nearly 83 percent of all employees in this job category. In 1978, they comprised about 77 percent of the total. This decrease was off set by a significant increase in the number and proportion of blacks employed in this category. In 1973, they constituted about 11 percent of the total, five years later they occupied 18 percent of the jobs in this job area. (See Tables 5.1D(3) and 5.2D(3))

Table 5.11 describes the distribution of employees by salary level. The overall pattern shows an upward trend in the salary distribution from 1973 to 1978 for both males and females. For example, while 24 percent of all males in 1973 were in the $4.0 to $5.9 thousand salary range, by 1978 only 1 percent were at this level. At the $6.9 to $7.9 level, there was little overall change. However, if we look at the specific racial/ethnic groups, we see that the proportion of the White/Anglo male work force at this level declined from 13.7 percent to 6.9 percent in 1978. Conversely, the proportion of blacks and Mexican Americans at this level increased from 34.4 to 54.7 percent, and 30.5 to 35.7 percent, respectively.

At the $8.0 to $9.9 thousand salary level, the general distribution remained relatively unchanged from 1973 to 1978. However, there was a significant decrease in the proportion of White/

Anglo males from 37.5 to 8.0 percent. This pattern was pretty much reflected at the next level. Here there was also a significant decrease in the overall male proportion from 22.1 percent to 12.8 percent.

When we look at the highest pay levels, the data reveals some rather drastic changes. For example, in 1973, only 2.3 percent of the total male work force was at the $13.0 to $15.9 thousand salary level. In 1978, nearly 30 percent of all male employees were at this level. However, the proportional increase was greatest for White/Anglo employees. In 1973, only 4.2 percent of all White/Anglo male employees were earning between $13.0 and $15.9 thousand a year. By 1978, over half - 53 percent - were at this level. The same pattern was also true for the next two highest salary levels. Whereas, in 1973, only 3.1 percent of all White/Anglo males were making $16,000 or more a year, in 1978, slightly over 22 percent were in this salary range. In contrast, only about 11 percent of the total male work force was earning in excess of $16,000. (See Table 5.11)

For females, a similar upward trend occurred. In 1973, 58 percent of all female employees were in the $4.0 to $5.9 thousand range. By 1978, only about 9 percent were at this level. However, this increase was mainly confined to one salary level. For example, in 1978, slightly over half of all females employed by the city were in the $6.0 to $7.9 thousand range. However, only about 8 percent of all female employees earned $13,000 or more. In contrast, nearly 41 percent of all male employees made $13,000 or more. (See Table 5.11)

Earlier it was pointed out that minorities and women comprised only a very small number of officials and administrators in city government. These jobs are extremely important because they constitute the major decision-making points in the overall governmental hierarchy. Table 5.3D in Appendix D describes the distribution of municipal officials and administrators by race, ethnicity, gender and position for three separate years: 1973, 1975 and 1978. In 1973, there were a total of 49 officials and administrators heading up various departments or exercising administrative responsibilities. Of that total, 32 or 65.3 percent were White/Anglo, two or 4.1 percent were blacks, 14 or 28.6 percent were Mexican Americans, and one or 2.0 percent was listed as Asian American. Only one official out of the 49 was a female.

In 1978, five years later, the number of officials and administrators in city government increased to 60. Of this number, 38, or 63.3 percent, were White/Anglo, 3 or 5.0 percent were black, 17 or 28.3 percent were Mexican American, and 2, or 3.3 percent were Asian Americans. The number of females classified as officials or administrators increased from one to five. Over all, minorities constituted about 37 percent, and females only 8 percent of all the officials and administrators in city government. As a point of comparison, minorities comprised 68 percent and females 18 percent of the city's work force in 1978. These statistics appear to indicate that minorities and women were underrepresented in the higher, decision-making and administrative levels in city government.

How was the work force distributed among the various departments that comprise city government? What was the composition of the work force in each of these departments? Table 5.4D describes the distribution of the city's work force by race, ethnicity, and gender by department for the years 1973, 1975, 1976 and 1978.

Minorities were mainly concentrated in five city departments - Fire, Health, Parks and Recreation, Police and Public Works. These departments employed about 75 percent of the city's total work force, and over 70 percent of its minority employees in 1978. (See Table 5.4D, Appendix D)

Nearly half of all Mexican American and black employees were located in two city departments in 1978: Parks and Recreation and Public Works. Moreover, nearly one-third of all Mexican Americans and over one-fourth of all the city's black employees were employed in the Public Works department.

In 1978 females constituted the majority or close to the majority, of all employees in the City Clerk's office, Convention and Visitor's Bureau, Employment and Economic Development Department, Equal Employment Opportunity Department, Department of Finance, Department of Human Resources, Legal Department, Library Department, Health District, Office of the City Manager, and the Personnel Department. However, they served in an official/administrative capacity in only four - City Clerk's Office, Legal Department, Library Department and the Equal Employment Opportunity Department. Most were employed either as professionals, para-professionals, or as office/clerical workers. (See Table 5.4D)

Six departments experienced relatively large increases in personnel over the five-year period covered in Table 5.4D. These were the Fire Department (156), Human Resources Department (239), Health District (161), Parks and Recreation (450), Police Department (111) and Public Works (418). During this period, these departments increased their total female work force by 522, and their total minority work force by 1,395. In comparison, the number of White/Anglos in these six departments increased by only 140 over the five-year period. Of course, this data does not show the types of jobs these employees were hired for, but information presented previously would indicate that most females were hired as office/clerical workers, and that most minority males were channeled into skilled craft and service maintenance job areas. (See Tables 5.1D and 5.2D)

The greatest numerical increase in the number of females occurred in the Department of Human Resources. Over the five-year period, 175 women were employed by this department. On the other hand, the greatest increase in minority employment occurred in the Parks and Recreation,and Public Works departments. Together, these two employed about 60 percent of all the minorities hired by the six departments between 1973 and 1978. Table 5.12 below summarizes the personnel changes in these departments.

Table 5.12

Employment/Hiring Patterns for Six Municipal Departments: 1973 - 1978

Department	Total Increase 1973-1978		Increase in Female Employment		Increase in Minority Employment		Increase in White/Anglo Empl.	
Fire	156	100.0%	11	7.1%	126	80.8%	30	19.2%
Human Resources	239	100.0	175	73.2	209	87.4	30	12.6
Health	161	100.0	140	86.9	119	73.9	42	26.1
Parks & Rec.	450	100.0	82	18.2	430	95.6	20	4.4
Police	111	100.0	48	43.2	94	84.7	17	15.3
Public Works	418	100.0	66	15.8	417	99.8	1	0.2
Totals	1535	100.0%	522	34.0	1395	90.9	140	9.1

SOURCE: Table 5.6D, Appendix D

However, if we look closer at the hiring patterns in each of these six departments, we find that the highest proportion of females were hired by the Health Department. The lowest proportion was recorded by the Fire Department.

With respect to minority employment, we find that over 70 percent of all new employees added to the respective work forces in these departments during the five-year period were minorities. The highest proportion of minority hires occurred in the Public

Works Department. The lowest proportion was recorded by the Health Department. White/Anglos, in contrast, constituted only about 9 percent of the overall increase in employment in these departments.

The city appeared to have achieved approximate parity in its total employment with respect to minorities when compared to the available labor force in San Antonio. It did not, with respect to females. For example, as of November, 1978, females constituted only 18 percent of the city's work force. However, females comprised slightly over 39 percent of the available labor force in San Antonio.

Table 5.13 below summarizes the overall composition of the city's work force for 1968, 1973 and 1978, and compares that composition with the available labor force in San Antonio.

Table 5.13

Minorities/Women in Municipal Employment
A Comparative Analysis: 1968-1978

	City Staff Composition			
Race/Ethnicity	1968[1]	1973[2]	1978[3]	Available Labor Force*
White/Anglo	56.5	39.7	31.9	45.4
Black	7.0	7.6	12.1	7.5
Mexican American	36.4	52.6	55.8	46.3
Other	0.1	0.1	0.2	0.8
Gender				
Male	83.1	84.4	82.0	60.9
Female	16.9	15.6	18.0	39.1

1. Since no data was available indicating the employment of blacks on the city's work force in 1968 it was assumed that their proportion would approximately reflect their total population proportion of 7 percent as recorded in the 1960 Census of Population.
2. Table 5.1D(3), Appendix D.
3. Table 5.2D(3), Appendix D.

*Available labor force data is based on 1970 Census data for the various racial/ethnic and gender groups residing in the San Antonio area.

The figures in Table 5.13 clearly indicate a decline in the representation of White/Anglos and an increase in the representation of minorities on the city's work force over the past decade. In general, the representation of blacks and Mexican Americans exceeded their availability in the San Antonio labor force while the percentage of White/Anglos employed by the city was below their availability rate for the city as a whole.

The employment picture for women, however, was bleak. As indicated above, they constituted only 18 percent of the city's work force in 1978. This represented a gain of only 1.1 percent over their 1968 participation rate and only a 1 percent increase over the 17 percent figure for 1974 when the city released its first Affirmative Action Plan. Moreover, their gains in the non-traditional occupations located in the service/maintenance, skilled craft, and protective service categories had been minimal. They continued to be concentrated in the para-professional, professional, and office/clerical job areas. Also, few were employed in the official/administrative job area, although some progress had been made.

To sum up, the data on municipal employment indicates that while the representation of minorities had increased since 1968, they were mainly employed in the lower paying, less skilled jobs. With respect to women, we find that they were not only underrepresented on the city's work force, but as was the case with minorities, they were concentrated in certain jobs and underrepresented in others. This has had an important effect on their salaries. Since women and minorities were generally employed in the lower paying jobs, their average salary was considerably below the average for the entire municipal work force. Thus, while progress had been made, disparities and inequities still existed with respect to equal employment opportunity in city government.

B. County Employment: Bexar County

At the county level, we have an entirely different set of circumstances operating with respect to employment. Unlike the City of San Antonio, Bexar County does not have an overall Affirmative Action Plan or a central office having the responsibility for developing such a plan.[20] However, before we can deal with the question of affirmative action and equal employment in county government, we need to have a basic understanding of its organizational structure.

Broadly speaking, county government provides services to those living outside of incorporated cities but within the county. From an organizational standpoint, the main governing body is the Commissioner's Court. The county is divided into four precincts. Each precinct, in turn, elects a county commissioner. A county judge is also elected. This person represents the entire county; whereas, each of the commissioners are mainly responsible for their respective precincts.[21]

Bexar County government is not a pyramidal structure with a single executive at the head. It is divided instead into a number of separate departments. In some cases these departments are headed by elected officials, in others, department heads are appointed. When department heads are elected, they are responsible to the electorate; appointed officials, on the other hand, are responsible to the officials or boards that appointed them.[22]

Under State law, the Commissioners Court is considered the governing body of the county. The court, for the most part, lacks administrative control over independent departments. However it does hold the power of the purse since it sets the tax rate and adopts the budget. The court also exercises some influence over these departments through appointments to boards and non-elective offices.[23]

In 1971, the Commissioners Court established a Civil Service Commission to develop a merit system covering most of the county employees. The commission has subsequently adopted rules and regulations that pertain to equal employment opportunity, disciplinary action, employee appeal and grievance procedures, and performance evaluation. In addition, the court has designated an Equal Employment Opportunity Officer to handle complaints alleging discrimination by county employees. However, this person cannot initiate an investigation into a particular department unless the department head concurs.[24] Moreover, there is no county-wide affirmative action plan, and while each department is required to maintain an affirmative action program there is no overall monitoring of these programs by the county's Civil Service Commission or Commissioners Court.[25]

With this introduction serving as a frame of reference we can now begin to look more closely at the county's work force, its composition, and the changes that have taken place in that work force over the years. Tables 5.14 and 5.15 describe that work force by race, ethnicity and gender over a five-year period. Figure 19 graphically describes the distribution.

Generally speaking, the overall employment picture for the county has been one of steady growth. In 1973, the county employed slightly over 1,200 employees. Of that total, 802, or 66.4 percent were males, and 406, or 33.6 percent were females The work force at that time was almost evenly divided between White/Anglos and minorities.

From 1973 to 1978, the county's work force increased from 1,208 to nearly 1,800. During this five-year period, however, the proportion of White/Anglo employees dropped from about 51 percent to approximately 42 percent of the total work force. At the same time, the minority work force increased from about 49 percent to 58 percent. Although the proportion of blacks and Mexican Americans both increased, the overall increase for blacks was greater. For instance, the number of blacks on the county work force doubled, whereas, the number of Mexican American employees increased by 41 percent.

Along with this increase in the minority work force was a significant increase in the number and proportion of women employed

Table 5.14

County Employees by Race and Ethnicity and Gender, Bexar County: 1973-1978

Employee Group	1973[1]	1974[2]	1975[3]	1976[4]	1977[5]	1978[6]
White/Anglo	615	617	657	673	725	744
Black	73	67	85	100	112	149
Mexican American	518	594	686	722	811	887
Other[7]	2	1	3	3	9	11
TOTAL	1,208	1,279	1,431	1,498	1,657	1,791

	1973		1974		1975		1976		1977		1978	
Employee Group	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
White/Anglo	400	215	393	224	429	228	424	249	447	278	452	292
Black	48	25	45	22	58	27	61	39	63	49	73	76
Mexican American	352	166	392	202	457	229	474	248	514	297	540	347
Other	2	0	1	0	3	0	2	1	4	5	4	7
TOTAL	802	406	831	448	947	484	961	537	1,028	629	1,069	722

1. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, TX., Oct. 1973.
2. Ibid. Dec. 1974.
3. Ibid. Dec. 1975.
4. Ibid. Nov. 1976.
5. Ibid. Nov. 1977.
6. Ibid. Feb. 1979.
7. Other includes Asian and Native Americans.

Table 5.15
Percentage Distribution of County Work Force by Race, Ethnicity and Gender - 1973-1978

Employee Group	1973[1]	1974[2]	1975[3]	1976[4]	1977[5]	1978[6]
White/Anglo	50.9	48.3	45.9	44.9	43.8	41.6
Black	6.0	5.2	5.9	6.7	6.8	8.3
Mexican American	42.9	46.4	47.9	48.2	48.9	49.5
Other[7]	0.2	0.1	0.3	0.2	0.5	0.6
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Employee Group	1973		1974		1975		1976		1977		1978	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
White/Anglo	65.0	35.0	63.7	36.3	65.3	34.7	63.0	37.0	61.7	38.3	60.8	39.2
Black	65.8	34.2	67.2	32.8	68.2	31.8	61.0	39.0	56.2	43.8	49.0	51.0
Mexican American	68.0	32.0	66.0	34.0	66.6	33.4	65.7	34.3	63.4	36.6	60.9	39.1
Other	100.0	0.0	100.0	0.0	100.0	0.0	66.7	33.3	44.4	55.6	36.4	63.6
TOTAL	66.4	33.6	65.0	35.0	66.2	33.8	64.2	35.8	62.0	38.0	59.7	40.3

1. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, TX., Oct. 1973.
2. Ibid. Dec. 1974.
3. Ibid. Dec. 1975.
4. Ibid. Nov. 1976.
5. Ibid. Nov. 1977.
6. Ibid. Feb. 1979
7. Other includes Asian and Native Americans.

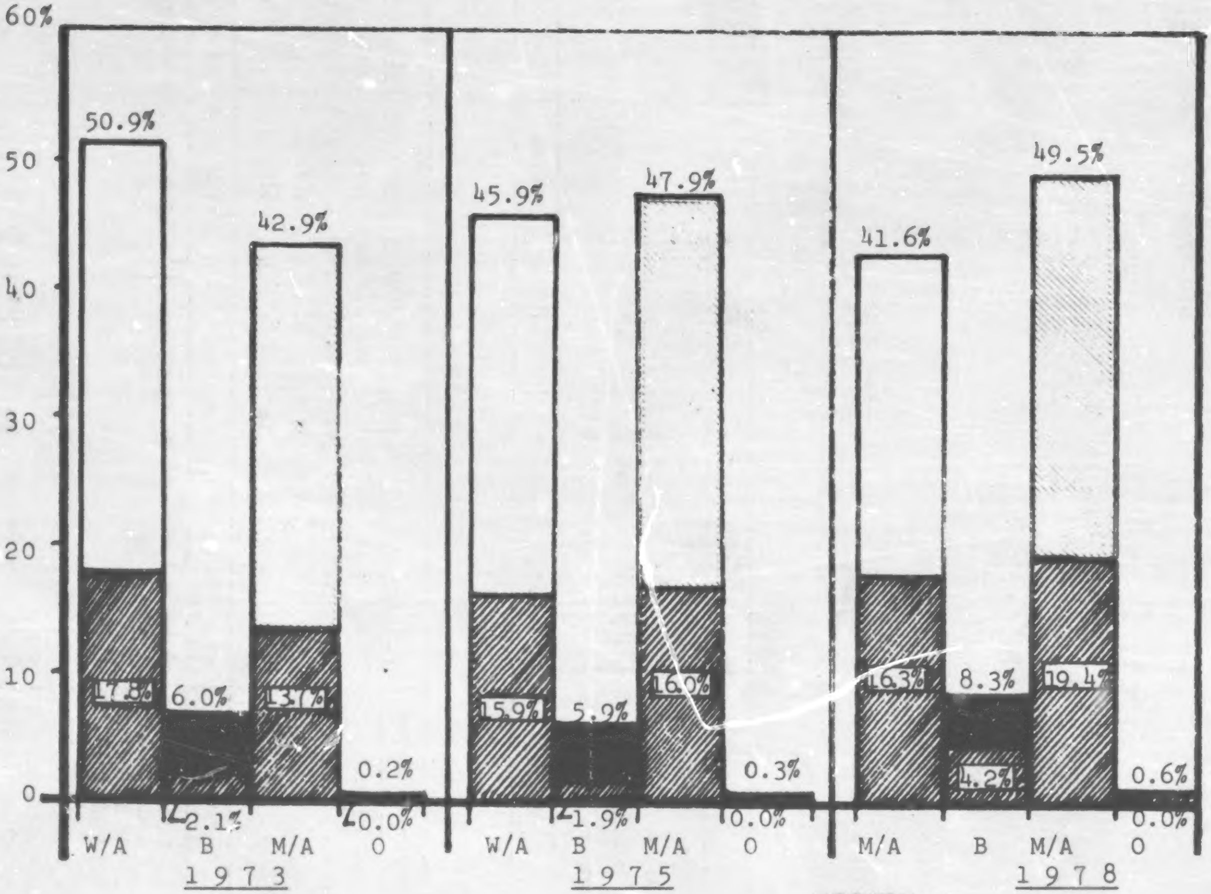


FIGURE 19

Employment Distribution by Race, Ethnicity and Gender - Bexar County - 1973, 1975 1978

- ☐ White/Anglo (W/A)
- ■ Black (B)
- ☐ Mexican American (M/A)
- ░ Other (O)
- ▨ Female

SOURCE: Bexar County, State and Local Government Information - EEO/4. 1973, 1975 and 1978.

by the county. As indicated above, women comprised about one-third of the work force in 1973. By 1978, they constituted slightly over 40 percent of the work force. Although all racial/ethnic groups experienced this increase, minority women had a higher rate of increase.

Just as important is the distribution of the total work force by job category. Table 5.16 describes the distribution of the county's work force by race, ethnicity, gender and job category for two years: 1974 and 1978. Table 5.17 shows the percentage distribution of the county's work force among the various job categories, and Figure 20 graphically describes the distribution.

Although minorities constituted most of the county's work force, they were mainly concentrated in three job areas: protective service, office/clerical, and service/maintenance. In 1974, about 77 percent of all minorities employed by the county were in these job categories. In comparison, only 58 percent of the White/Anglo, and approximately 68 percent of the total county work force were employed in these jobs. By 1978, the proportion of minorities in these jobs increased to 80 percent.

Nearly 38 percent of the county's work force was employed in the office/clerical job category in 1978. The second largest category was the protective service job category which employed about one-fourth of the county's total work force. In both instances, minorities constituted the majority of all employees.

In contrast, White/Anglos held most of the jobs in the official/administrative, professional, and technician categories. In 1978, nearly 34 percent of all Anglos employed by the county were in these three job areas. In comparison, only about 16 percent of the minority work force were employed in these jobs. More specifically, Anglos constituted 83 percent of all the official/administrators, 65 percent of the professionals, and 52 percent of all the technicians.

Approximately 39 percent of all males employed by the county were located in the protective service category in 1978. This

Table 5.16
Occupational Distribution of County Work Force by Race/Ethnicity, and Gender - 1974 and 1978

1978 Job Category	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
Officials/Admin.	18	15	0	3	0	3	17	1
Professionals	225	147	9	67	2	78	190	35
Technicians	171	89	13	69	0	82	116	55
Protective Service	441	154	30	256	1	287	418	23
Para Professional	32	20	2	9	1	12	24	8
Office/Clerical	674	263	76	328	7	411	85	589
Skilled Craft	48	18	1	29	0	30	48	0
Service-Maint.	182	38	18	126	0	144	171	11
Total	1,791	744	149	887	11	1,047	1,069	722

1974 Job Category	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
Officials/Admin.	21	17	0	4	0	4	21	0
Professionals	163	109	3	51	0	54	148	15
Technicians	145	90	9	46	0	55	95	50
Protective Service	311	134	19	157	1	177	295	16
Para Professional	22	15	2	5	0	7	15	7
Office-Clerical	410	194	19	197	0	216	55	355
Skilled Craft	56	25	0	31	0	31	56	0
Service-Maint.	151	33	15	103	0	118	146	5
Total	1,279	617	67	594	1	662	831	448

SOURCE: U.S. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, TX., Dec. 1974 and Feb. 1979.

Table 5.17

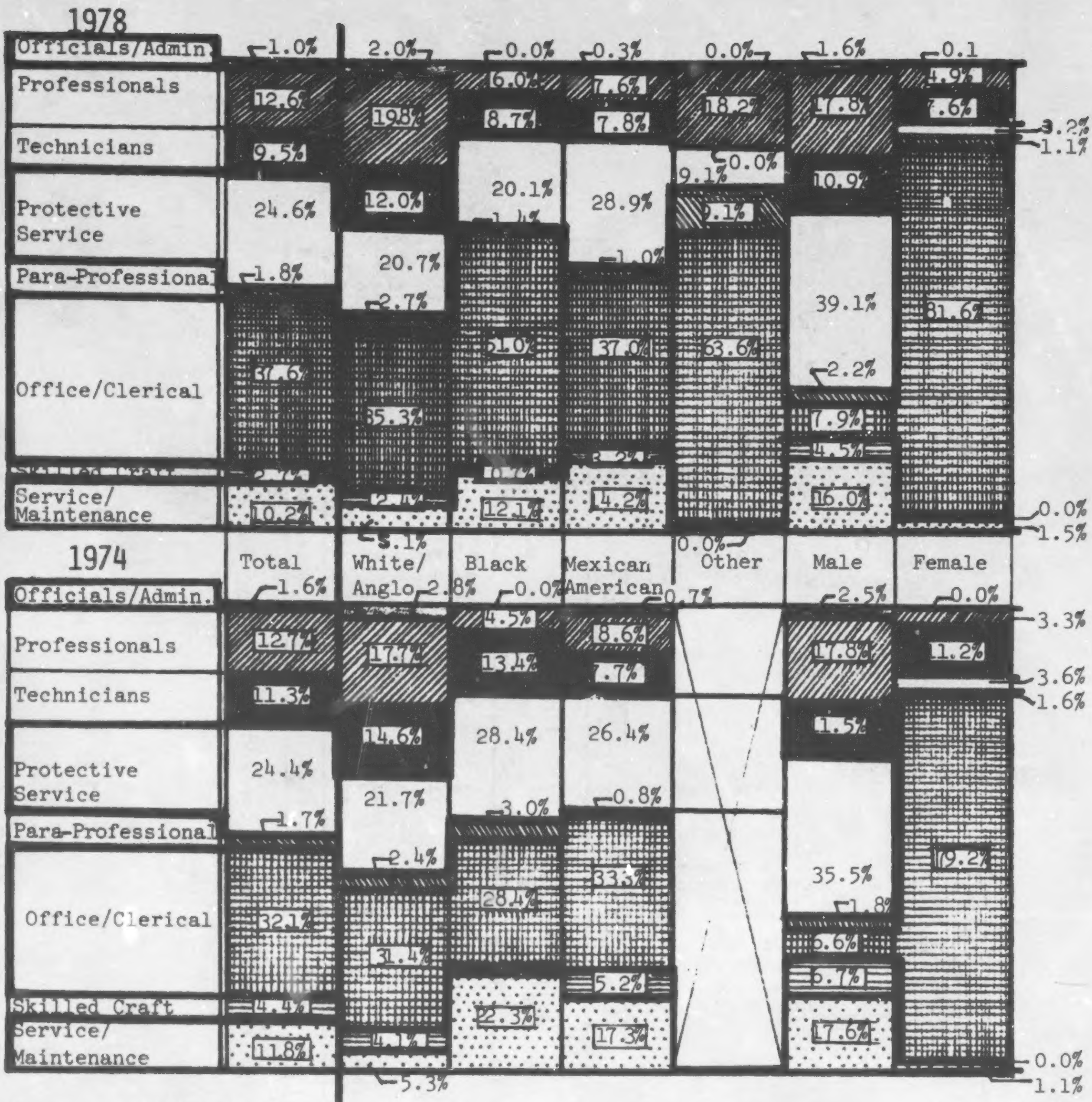
Occupational Distribution of County Work Force by Race/Ethnicity, and Gender - 1974 and 1978

Percentage Distribution

1 9 7 8 Job Category	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
Officials/Admin.	1.0	2.0	0.0	0.3	0.0	0.3	1.6	0.1
Professionals	12.6	19.8	6.0	7.6	18.2	7.4	17.8	4.9
Technicians	9.5	12.0	8.7	7.8	0.0	7.8	10.9	7.6
Protective Service	24.6	20.7	20.1	28.9	9.1	27.4	39.1	3.2
Para Professional	1.8	2.7	1.4	1.0	9.1	1.1	2.2	1.1
Office/Clerical	37.6	35.3	51.0	37.0	63.6	39.3	7.9	81.6
Skilled Craft	2.7	2.4	0.7	3.2	0.0	2.9	4.5	0.0
Service-Maint.	10.2	5.1	12.1	14.2	0.0	13.8	16.0	1.5
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1 9 7 4 Job Category	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
Officials/Admin.	1.6	2.8	0.0	0.7	0.0	0.6	2.5	0.0
Professionals	12.7	17.7	4.5	8.6	0.0	8.2	17.8	3.3
Technicians	11.3	14.6	13.4	7.7	0.0	8.3	11.5	11.2
Protective Service	24.4	21.7	28.4	26.4	100.0	26.7	35.5	3.6
Para Professional	1.7	2.4	3.0	0.8	0.0	1.1	1.8	1.6
Office-Clerical	32.1	31.4	28.4	33.3	0.0	32.6	6.6	79.2
Skilled Craft	4.4	4.1	0.0	5.2	0.0	4.7	6.7	0.0
Service-Maint.	11.8	5.3	22.3	17.3	0.0	17.8	17.6	1.1
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

SOURCE: U.S. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, TX., Dec. 1974 and Feb. 1979.



1. Only 1 "other" minority was employed by the County in 1974.

FIGURE 20

Job Distribution by Race, Ethnicity and Gender - Bexar County, 1974 and 1978

SOURCE: Bexar County, State and Local Government Information/EEO-4, Dec. 1974 and Feb. 1979.

represented a slight increase over 1974. Mexican Americans constituted about 58 percent of the total employment in this sector. Anglos, on the other hand, made up only 35 percent of the work force. Blacks comprised 6.8 and Asian Americans less than 1 percent of this total. (See Table 5.6D(3))

Females were mainly located in the office/clerical job category. In fact, over 80 percent of all females employed by the county in 1978 were working in this job area. This statistic reveals a severe overconcentration. If we look at the distribution in Table 5.6D(3) in Appendix D, we find that women comprise about 87 percent of all county employees in this job area. Over 76 percent of all Anglo, 84 percent of all black, and 85 percent of all Mexican American women were in this category. Of the 722 women employed by the county, 589 were employed in this job category. In contrast, only one woman was in the official/administrative job area.

Tables 5.18 and 5.19 describe the salary distribution for county employees for both 1974 and 1978. Figure 21 graphically shows the overall salary distribution by racial/ethnic and gender group.

In 1974, nearly 69 percent of the total county work force was earning less than $8,000 a year. However, nearly 77 percent of the minority and 85 percent of all females were earning less than this figure. In contrast, 60 percent of all Anglos and 60 percent of all males were making less than this salary. At the other end of the scale - $13,000 and above - we get a different picture. Only 5 percent of the total work force was earning $13,000 or more. In comparison, slightly over 8 percent of all White/Anglos were in this range. On the other hand, only about 1 percent of all minorities and approximately 2 percent of all the females employed by the county were at the $13,000 plus level.

In 1978, we find that only about 42 percent of the work force was making less than $8,000 a year. This represented a significant change over the 1974 figure of 69 percent. However,

Table 5.18
Salary Distribution of County Work Force by Race/Ethnicity, and Gender - 1974 and 1978

1 9 7 8 Annual Salary (Thousands)	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
$ 0.1 - 3.9	10	8	0	2	0	2	8	2
0.4 - 5.9	320	87	46	185	2	233	102	218
6.0 - 7.9	428	150	33	239	6	278	201	227
8.0 - 9.9	488	171	38	278	1	317	328	160
10.0 - 12.9	282	149	25	108	0	133	207	75
13.0 - 15.9	121	74	4	42	1	47	102	19
16.0 - 24.9	115	82	3	29	1	33	96	19
25.0 +	27	23	0	4	0	4	25	2
	1,791	744	149	887	11	1,047	1,069	722

1 9 7 4 Annual Salary (Thousands)	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
$ 0.1 - 3.9	6	4	1	1	0	2	2	4
4.0 - 5.9	486	175	23	288	0	311	243	243
6.0 - 7.9	388	194	30	164	0	194	254	134
8.0 - 9.9	214	112	11	90	1	102	168	46
10.0 - 12.9	124	80	2	42	0	44	111	13
13.0 - 15.9	26	24	0	2	0	2	19	7
16.0 - 24.9	30	24	0	6	0	6	30	0
25.0 +	5	4	0	1	0	1	4	1
	1,279	617	67	594	1	662	831	448

SOURCE: U.S. Equal Employment Opportunity Commission, State and Local Government Information/ EEO-4, Bexar County, Dec. 1974 and Feb. 1978.

Table 5.19

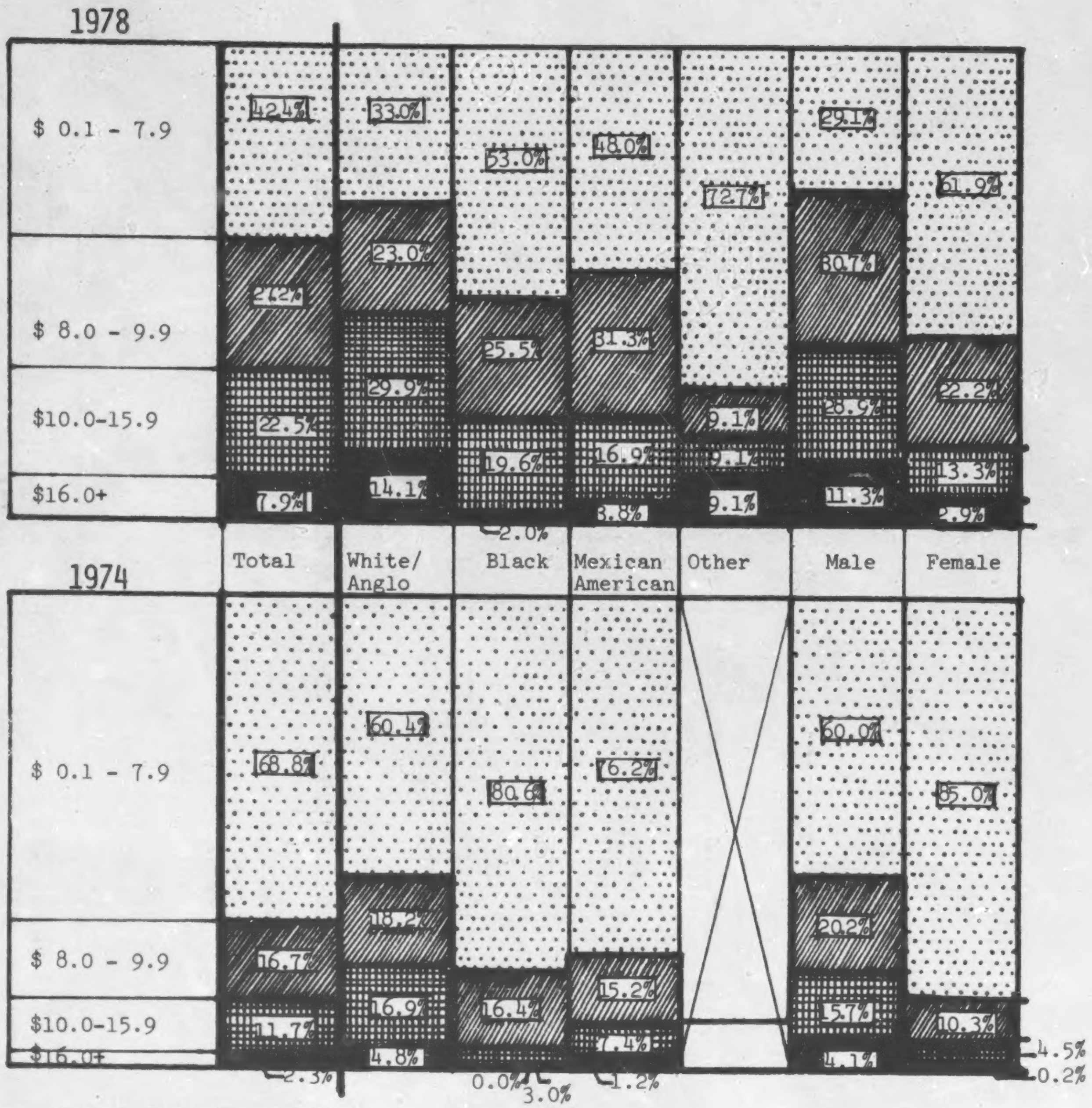
Salary Distribution of County Work Force by Race/Ethnicity, and Gender - 1974 and 1978

Percentage Distribution

1978 Annual Salary (Thousands)	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
$ 0.1 - 3.9	0.6	1.1	0.0	0.2	0.0	0.2	0.7	0.3
0.4 - 5.9	17.9	11.7	30.9	20.9	18.2	22.3	9.6	30.2
6.0 - 7.9	23.9	20.2	22.1	26.9	54.5	26.5	18.8	31.4
8.0 - 9.9	27.2	23.0	25.5	31.1	9.1	30.2	30.7	22.2
10.0 - 12.9	15.7	20.0	16.8	12.2	0.0	12.7	19.4	10.4
13.0 - 15.9	6.8	9.9	2.7	4.7	9.1	4.5	9.5	2.6
16.0 - 24.9	6.4	11.0	2.0	3.3	9.1	3.2	9.0	2.6
25.0 +	1.5	3.1	0.0	0.5	0.0	0.4	2.3	0.3
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

1974 Annual Salary (Thousands)	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
$ 0.1 - 3.9	0.5	0.6	1.5	0.2	0.0	0.3	0.1	0.9
4.0 - 5.9	38.0	28.4	34.3	48.4	0.0	47.0	29.3	54.2
6.0 - 7.9	30.3	31.4	44.8	27.6	0.0	29.3	30.6	29.9
8.0 - 9.9	16.7	18.2	16.4	15.2	100.0	15.4	20.2	10.3
10.0 - 12.9	9.7	13.0	3.0	7.1	0.0	6.6	13.4	2.9
13.0 - 15.9	2.0	3.9	0.0	0.3	0.0	0.3	2.3	1.6
16.0 - 24.9	2.4	3.9	0.0	1.0	0.0	0.9	3.6	0.0
25.0 +	0.4	0.6	0.0	0.2	0.0	0.2	0.5	0.2
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SOURCE: U.S. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, Dec. 1974 and Feb. 1978.



1. Only 1 "other" minority was employed by the County in 1974.

FIGURE 21

Salary Distribution by Race, Ethnicity and Gender - Bexar County - 1974 and 1978

SOURCE: Bexar County, State and Local Government Information/EEO-4, Dec. 1974 and Feb. 1979.

minorities and women still comprised most of the employees at this level. For example, nearly half of all minority employees and over 60 percent of all the female employees were earning $8,000 or less. In contrast, only 33 percent - one-third - of all White/Anglos were at or below this level. (See Table 5.19)

There was also a substantial increase in the number of county employees earning more than $13,000 a year. Compared to the 5 percent figure in 1974, nearly 15 percent of all the county employees were at or above this level. Minorities and women shared in this increase. For example, 8 percent of all minorities and about 6 percent of all female employees were at or above the $13,000 level. However, nearly 25 percent of all White/Anglos and about 21 percent of all male employees were at or above this level. At the highest salary level - $25,000 plus - there were 27 employees. Of this total, 23 were White/Anglos, four were minorities, and only two were females. (See Table 5.18)

Tables 5.5D and 5.6D in Appendix D describe in greater detail the overall occupational and salary distribution of the county's work force for 1974 and 1978. Those tables and Table 5.20 clearly show that there has been a decline in the proportional representation of White/Anglos and an increase in the representation of minorities on the county's work force over the past five years. However, minorities were still heavily concentrated in the office/clerical, skilled craft, and service/maintenance job areas. White/Anglos, on the other hand, have continued to occupy most of the official/administrative, professional, and technician jobs. Only in the protective service job area has some degree of parity been maintained. (See Tables 5.6D(1)-(3))

The majority of women - especially minority women - employed by the county, were concentrated in the office/clerical job category. In 1978, nearly 82 percent of all female county employees were in this category. The next highest level of participation for women was in the technician job area. However, only 8 percent of all female employees were in this category.

Table 5.20

Minorities/Women in County Employment
A Comparative Analysis: 1973-78

Race/Ethnicity	County Work Force Composition[1] 1973	1976	1978	Available[2] Labor Force
White/Anglo	50.9	45.9	41.6	45.4
Black	6.0	5.9	8.3	7.5
Mexican American	42.9	47.9	49.5	46.3
Other	0.2	0.3	0.6	0.8
Gender				
Male	66.4	66.2	59.7	60.9
Female	33.6	33.8	40.3	39.1

SOURCE: 1. Table 5.15, Data derived from - Equal Employment Opportunity Commission, State and Local Government Information/EEO-4. Bexar County, TX., 1973, 1976 and 1978.

2. Alamo Area Council of Governments, Socioeconomic Data for the AACOG Region 1978. September, 1978; and Bexar County Profile, May, 1978. Regional Analysis Division.

With respect to salary minorities and women were mainly concentrated in the lower wage levels; whereas, White/Anglos males were located primarily at the higher salary levels. Although there were some changes in the overall salary distribution since 1974, this pattern has continued to persist.

C. State Employment: San Antonio Metropolitan Area

In a study prepared for the League of Women Voters of Texas in 1975 concerning the Federal Revenue Sharing Act and its application to Texas, a careful examination of the State's work force was conducted. It was found that:

- ethnic minorities and women were under-represented in Texas State employment;
- Minorities and women had not been hired in numbers commensurate with their incidence in the population; and,

- the employment incidence among minorities and women was positively skewed in the direction of low-paying, low-skilled jobs.26

In December, 1978, the U.S. Department of Justice brought suit against eight Texas State agencies.[27] The suit charged the agencies with violating the Civil Rights Act of 1964 and the State and Local Fiscal Assistance (Revenue Sharing) Act of 1976 by discriminating against blacks, Mexican Americans, and women in recruiting, hiring, promotion, assignment, and termination practices.[28] The Department of Justice ultimately obtained consent agreements with some of them to hire and promote more minorities and women. The agencies in question also agreed to try to bring their hiring and promotion policies into compliance with Federal law and to set up mechanisms to resolve complaints alleging discrimination.[29]

The findings by the League of Women Voters and the subsequent suit filed by the Department of Justice underscore the issue of equal employment opportunity in State government. Keeping that in mind, we will analyze the number and percentage of minority and female employees in the various State agencies having personnel in San Antonio. We will also examine the distribution of this work force by race, ethnicity and gender, by job category, and by salary level over a five-year period ranging from 1973 through 1978.

Tables 5.21 and 5.22 describe the overall pattern of State employment in San Antonio for selected years by race, ethnicity and gender. Figure 22 graphically shows this distribution.

Table 5.21
State Employees by Race and Ethnicity and Gender, San Antonio - 1973-1978

Employee Group	1973[1]	1974[2]	1975[3]	1976[4]	1977[5]	1978[6]
White/Anglo	2,427	2,309	2,457	2,388	2,291	2,281
Black	298	299	371	377	379	423
Mexican American	1,356	1,253	1,602	1,698	1,799	1,792
Other[7]	28	16	21	24	25	29
TOTAL	4,109	3,877	4,451	4,487	4,494	4,525

Employee Group	1973		1974		1975		1976		1977		1978	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
White/Anglo	1,403	1,024	1,429	880	1,483	974	1,408	980	1,345	946	1,317	964
Black	107	191	113	186	143	228	116	261	122	257	144	299
Mexican American	599	757	595	658	734	868	743	955	772	1,027	767	1,025
Other[7]	11	17	6	10	9	12	11	13	11	14	11	18
TOTAL	2,120	1,989	2,143	1,734	2,369	2,082	2,278	2,209	2,250	2,244	2,239	2,286

1. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, SMSA Summary - State Government, 1973.
2. Ibid. April, 1974.
3. Office of the Governor, OEEO, Full Time State Employees by Area, Job Category, Ethnic Group, and Sex, San Antonio, SMSA, 1975. Computer Printout.
4. Ibid. 1976.
5. Ibid. 1977.
6. EEO-4, SMSA Summary - State Government - 1979.
7. "Other" includes Asian and Native Americans.

Table 5.22
State Employees by Race and Ethnicity and Gender, San Antonio - 1973-1978
Percentage Distribution Vertical

Employee Group	1973[1]	1974[2]	1975[3]	1976[4]	1977[5]	1978[6]
White/Anglo	59.1	59.6	55.2	53.2	51.0	50.4
Black	7.2	7.7	8.3	8.4	8.4	9.4
Mexican American	33.0	32.3	36.0	37.9	40.0	39.6
Other[7]	0.7	0.4	0.5	0.5	0.6	0.6
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Employee Group	1973		1974		1975		1976		1977		1978	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
White/Anglo	57.8	42.2	61.9	38.1	60.4	39.6	59.0	41.0	58.7	41.3	57.7	42.3
Black	35.9	64.1	37.8	62.2	38.5	61.5	30.8	69.2	32.2	67.8	34.0	66.0
Mexican American	44.2	55.8	47.5	52.5	45.8	54.2	43.8	56.2	42.9	57.1	42.8	57.2
Other[7]	39.3	60.7	37.5	62.5	42.9	57.1	45.8	54.2	44.0	56.0	37.9	62.1
TOTAL	51.6	48.4	55.3	44.7	53.2	46.8	50.8	49.2	50.1	49.9	49.5	50.5

1. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, SMSA Summary - State Government, 1973.
2. Ibid. April, 1974.
3. Office of the Governor, OEEO, Full Time State Employees by Area, Job Category, Ethnic Group, and Sex, San Antonio, SMSA, 1975, Computer Printout.
4. Ibid. 1976
5. Ibid. 1977.
6. EEO-4, SMSA Summary - State Government - 1979.
7. "Other" includes Asian and Native Americans.

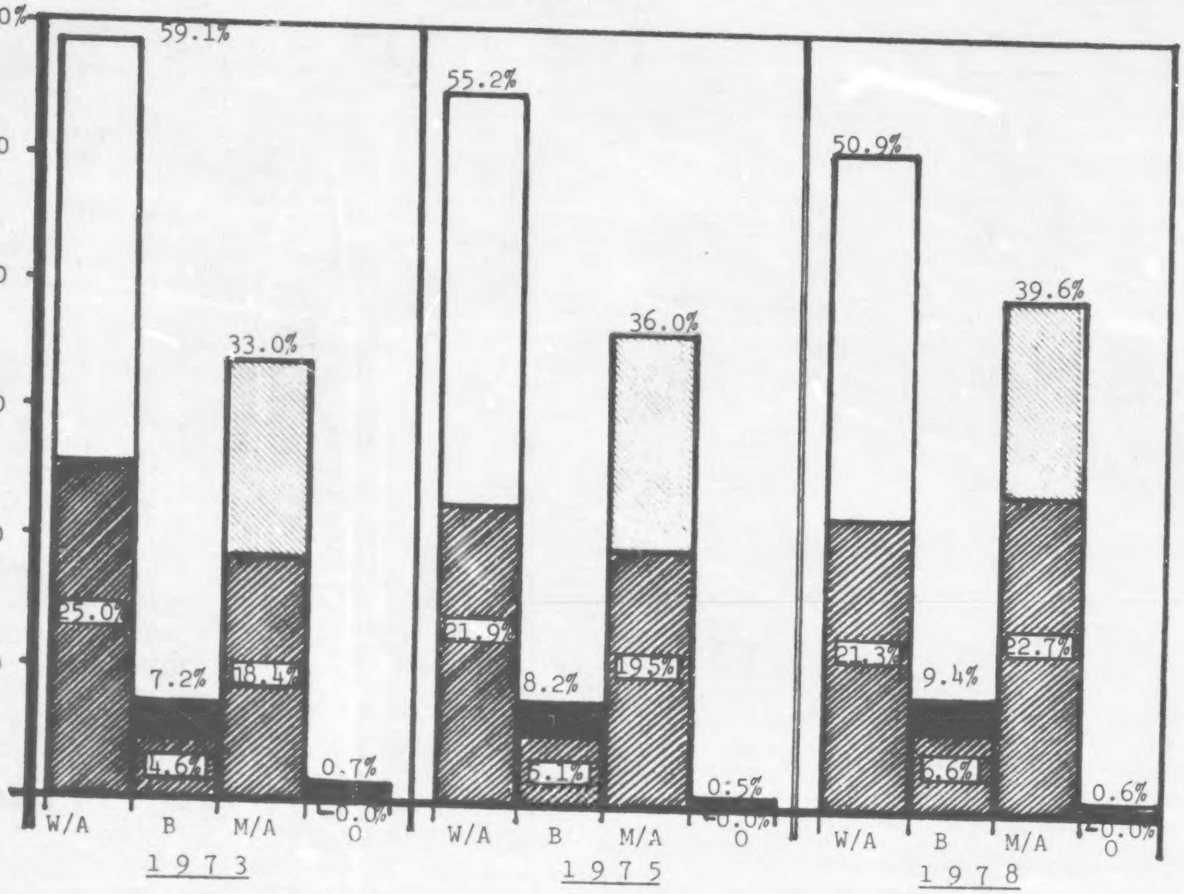


FIGURE 22

Employment Distribution by Race, Ethnicity and Gender - State Work Force - San Antonio Metropolitan Area 1973, 1975 and 1978

SOURCE: State of Texas, State and Local Government-EEO/4. 1973, 1975, 1978 (San Antonio SMSA).

In 1973, 25 State agencies employed slightly over 4,100 persons in San Antonio. A total of 1,682, or approximately 41 percent were minorities and about half of the work force was composed of females. By 1978, State employment in San Antonio increased to about 4,500. Minorities comprised about 50 percent and females 51 percent of the total employment (See Table 5.22)

A look at the racial/ethnic distribution in Table 5.22 of State employment over the last five years reveals the emergence of some interesting patterns. For instance, the total number and proportion of White/Anglo employees has steadily decreased. In 1973, they made up 59.1 percent of the total work force; by 1978, their proportion had declined to 50.4 percent. At the same time, both the number and percentage of minority employees increased. In 1973, blacks made up about 7 percent of the work force. By 1978, they comprised 9.4 percent of the employment. During the same period, the number and proportion of Mexican Americans also increased from 33 percent in 1973 to about 40 percent in 1978.

Women constituted slightly over half of the work force in 1978. However, proportions by gender varied among the racial/ethnic groups. One of the interesting patterns to emerge out of Table 5.22 is that without exception, minority females exceeded the employment of minority males. Moreover, their proportion has generally increased over the years. However, for White/Anglos, the pattern is reversed. More White/Anglo males than females were employed by the various State agencies. In 1973, for example, the White/Anglo work force was about 58 percent male and 42 percent female. In 1978, this distribution was about the same. During the same time period, however, the proportion of minority women as a percentage of the total minority work force increased from about 57 percent in 1973 to slightly over 59 percent in 1978.

Figure 23 shows the overall distribution of the work force by job category. Tables 5.23 and 5.24 show the distribution by race, ethnicity, gender and job category for two years: 1974 and 1978. The value of these tables as in the previous analysis is that they can disclose whether a group's members are clustered in certain occupations, a sign of possible exclusion from other occupations.

As Table 5.24 shows, slightly over 3 percent of the work force in 1974 was classified as officials or administrators. In 1978, the proportion had increased to nearly 4 percent. White/Anglos were slightly above this proportion while blacks and Mexican Americans were significantly underrepresented. Less than 2 percent of all black employees and only 2 percent of all Mexican American employees were in this category. Of the 173 employees designated as officials or administrators in 1978, only 8 were blacks, 37 were Mexican Americans, and one was classified as Asian American; the rest were White/Anglos.

In the professional category, White/Anglos also comprised the majority. Whereas about 32 percent of the total work force was classified as professionals, only about 18 percent of the black and 24 percent of the Mexican American work force was classified as such. In contrast, almost 41 percent of all White/Anglos were in this job category.

Underrepresentation in some categories can be alternately described as concentrations in others. In this instance, black employees exceeded the overall proportion in three categories - technicians, paraprofessional and service/maintenance. Nearly half of all black employees in 1978 were concentrated in the paraprofessional and service/maintenance jobs. These jobs are mainly supportive and often require less formal training and experience than professional and technical jobs. Proportionately, the paraprofessional job category dominated the black job profile, with 37.4 percent of the black work force employed in this category.

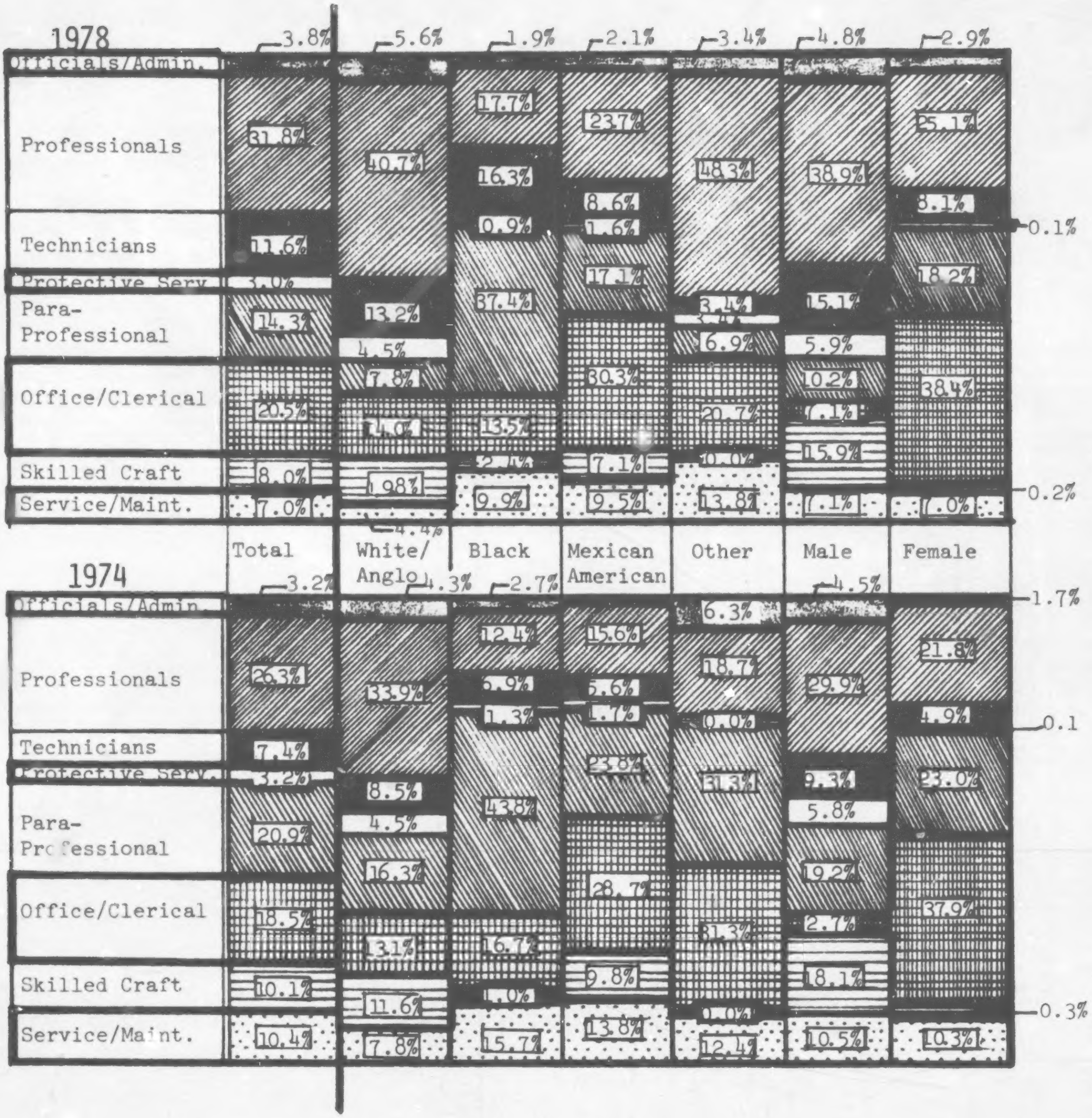


FIGURE 23

Job Distribution by Race, Ethnicity and Gender - State Work Force San Antonio Metropolitan Area

1974 and 1978

SOURCE: State of Texas, State and Local Government Information/EEO-4. San Antonio SMSA, Apr. 1974 and Feb. 1971.

Table 5.23
Occupational Distribution of State Work Force by Race/Ethnicity, and Gender - 1974 and 1978

1 9 7 8 [1] Job Category	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
Officials/Admin.	173	127	8	37	1	46	107	66
Professionals	1,443	930	75	424	14	513	870	573
Technicians	524	300	69	154	1	224	339	185
Protective Service	135	102	4	28	1	33	133	2
Para Professional	645	178	158	307	2	467	228	417
Office/Clerical	927	320	57	544	6	607	47	880
Skilled Craft	360	223	10	127	0	137	356	4
Service-Maint.	318	101	42	171	4	217	159	159
Total	4,525	2,281	423	1,792	29	2,244	2,239	2,286

1 9 7 4 [2] Job Category	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
Officials/Admin.	126	100	8	17	1	26	97	29
Professionals	1,019	783	37	196	3	236	640	379
Technicians	285	196	19	70	0	89	199	86
Protective Service	125	105	4	16	0	20	124	1
Para Professional	810	375	131	299	5	435	412	398
Office-Clerical	716	302	50	359	5	414	58	658
Skilled Craft	393	267	3	123	0	126	388	5
Service-Maint.	403	181	47	173	2	222	225	178
Total	3,877	2,309	299	1,253	16	1,568	2,143	1,734

SOURCE:
1. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, SMSA Summary Report, San Antonio, Feb. 14, 1979.
2. Ibid. April, 1974.

Table 5.24

Occupational Distribution of State Work Force by Race/Ethnicity, and Gender - 1974 and 1978

Percent Distribution

1 9 7 8[1] Job Category	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
Officials/Admin.	3.8	5.6	1.9	2.1	3.4	2.0	4.8	2.9
Professionals	31.8	40.7	17.7	23.7	48.3	22.9	38.9	25.1
Technicians	11.6	13.2	16.3	8.6	3.4	10.0	15.1	8.1
Protective Service	3.0	4.5	0.9	1.6	3.4	1.5	5.9	0.1
Para Professional	14.3	7.8	37.4	17.1	6.9	20.8	10.2	18.2
Office/Clerical	20.5	14.0	13.5	30.3	20.7	27.0	2.1	38.4
Skilled Craft	8.0	9.8	2.4	7.1	0.0	6.1	15.9	0.2
Service-Maint.	7.0	4.4	9.9	9.5	13.8	9.7	7.1	7.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1 9 7 4[2] Job Category	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
Officials/Admin.	3.2	4.3	2.7	1.4	6.3	1.7	4.5	1.7
Professionals	26.3	33.9	12.4	15.6	18.7	15.1	29.9	21.8
Technicians	7.4	8.5	6.4	5.6	0.0	5.7	9.3	4.9
Protective Service	3.2	4.5	1.3	1.3	0.0	1.3	5.8	0.1
Para Professional	20.9	16.3	43.8	23.8	31.3	27.6	19.2	23.0
Office-Clerical	18.5	13.1	16.7	28.7	31.3	26.4	2.7	37.9
Skilled Craft	10.1	11.6	1.0	9.8	0.0	8.0	18.1	0.3
Service-Maint.	10.4	7.8	15.7	13.8	12.4	14.2	10.5	10.3
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

SOURCE: 1. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, SMSA Summary Report, San Antonio, Feb. 14, 1979.

2. Ibid. April, 1974.

In 1974, nearly 44 percent were in this particular job area. In general, there was an increase in black participation in the professional, technician and skilled craft areas since 1974, but the gains were rather modest.

Mexican Americans, on the other hand, were mainly concentrated in three job areas - professionals, paraprofessional, and office/clerical. However, they exceeded the overall proportion in the paraprofessional, office/clerical and service/maintenance jobs. Slightly over 30 percent of all Mexican American State employees in San Antonio were working in the office/clerical sector in 1978. Over half of the Mexican American work force was concentrated in the paraprofessional and office/clerical job areas.

Other minorities in 1978 exceeded the overall proportion of the State work force in San Antonio in three job categories - professional, office/clerical and service/maintenance. Nearly half were classified as professionals and almost 14 percent were in the service/maintenance category.

Women were mainly concentrated in the professional, paraprofessional, and office/clerical job categories. Slightly over 38 percent were classified as being in the office/clerical job area. Another 25 percent were classified as professionals. Both represented slight increases over 1973. However, less than 3 percent of all women were employed as officials and administrators. In comparison, nearly 5 percent of all males were employed in this category.

Tables 5.7D and 5.8D in Appendix D give a more detailed picture of the State work force in San Antonio for 1974 and 1978, respectively. As Table 5.8D(3) shows, White/Anglo employees in 1978 occupied 73.4 percent of all the official and administrative jobs. On the other hand, blacks and Mexican Americans constituted 4.6 and 21.4 percent of the work force in this category. White/Anglos generally exceeded their overall proportion of the work force in five job areas: officials/administrators (73.4%), professionals (64.4%), technicians (57.3%), protective service (75.6%), and skilled craft (61.5%). Blacks, in contrast, exceeded their proportion in only three: technician (13.2%), paraprofessional (24.5%), and service/maintenance (13.2%). Mexican American employees exceeded their proportion in the paraprofessional (47.6%), office/clerical (58.7%) and service/maintenance (53.8%) categories. In almost every case, minorities were primarily concentrated in the lower paying, less skilled jobs.

For women, a similar situation occurred. Although they comprised just over half of the work force they constituted nearly 95 percent of all the office/clerical workers and about 65 percent of the paraprofessional employees. Males, on the other hand, exceeded their proportion in every job category except two - paraprofessional and office/clerical. (See Table 5.8D(3))

Tables 5.25 and 5.26 describe the salary distribution for State employees in San Antonio for 1974 and 1978. Figure 24 shows the overall distribution graphically.

In 1974, 67 percent of the total State work force in the metropolitan area earned less than $8,000 annually. However, over 85 percent of the minority work force, and 85 percent of all female employees were in this range. In contrast, 55 percent of all White/Anglos and about half of all males earned less than this salary. However, when we look at each of the minority groups separately, we find severe disparities. For example, nearly 90 percent of all blacks and 85 percent of all Mexican American employees were earning less than $8,000 a year.

Higher on the wage scale, White/Anglos dominated. For example, nearly 8 percent of the White/Anglo work force was at the $13,000 and above level. In contrast, only 5 percent of the total work force, 1.1 percent of the minority work force, and 1.8 percent of all female employees were earning $13,000 or more a year in 1974.

Tabel 5.25
Salary Distribution of State Work Force by Race/Ethnicity, and Gender - 1974 and 1978

1978[1] Annual Salary (Thousands)	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
$ 0.1 - 3.9	1	1	0	0	0	0	1	0
0.4 - 5.9	1	0	0	1	0	1	0	1
6.0 - 7.9	1,210	345	188	670	7	865	338	872
8.0 - 9.9	872	338	105	425	4	534	270	602
10.0 - 12.9	1,128	607	82	434	5	521	670	458
13.0 - 15.9	735	538	28	161	7	197	488	247
16.0 - 24.9	507	389	20	96	2	118	407	100
25.0 +	71	63	0	4	4	8	65	6
TOTAL	4,525	2,281	423	1,792	29	2,244	2,239	2,286

1974[2] Annual Salary (Thousands)	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
$ 0.1 - 3.9	16	7	1	8	0	9	6	10
4.0 - 5.9	1,585	634	204	737	10	951	545	1,040
6.0 - 7.9	1,001	617	60	320	4	384	581	420
8.0 - 9.9	555	437	17	101	0	118	458	97
10.0 - 12.9	522	434	13	74	1	88	386	136
13.0 - 15.9	116	100	4	11	1	16	92	24
16.0 - 24.9	59	58	0	1	0	1	54	5
25.0 +	23	22	0	1	0	1	21	2
TOTAL	3,877	2,309	299	1,253	16	1,568	2,143	1,734

SOURCE: 1. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, SMSA Summary Report, San Antonio, Feb. 14, 1979.
2. Ibid. April, 1974.

Table 5.26
Salary Distribution of State Work Force by Race/Ethnicity, and Gender - 1974 and 1978
San Antonio SMSA - Percentage Distribution

1978[1] Annual Salary (Thousands)	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
$ 0.1 - 3.9	0.02	0.04	0.0	0.0	0.0	0.0	0.04	0.0
0.4 - 5.9	0.02	0.0	0.0	0.1	0.0	0.04	0.0	0.1
6.0 - 7.9	26.7	15.1	44.5	37.4	24.1	38.5	15.1	38.1
8.0 - 9.9	19.3	14.8	24.8	23.7	13.8	23.8	12.1	26.3
10.0 - 12.9	24.9	26.6	19.4	24.2	17.2	23.2	29.9	20.0
13.0 - 15.9	16.3	23.6	6.6	9.0	24.1	8.8	21.8	10.8
16.0 - 24.9	11.2	17.1	4.7	5.4	6.9	5.3	18.2	4.4
25.0 +	1.6	2.8	0.0	0.2	13.8	0.4	2.9	0.3
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1974[2] Annual Salary (Thousands)	Total	White/ Anglo	Black	Mexican American	Other	Total Minority	Male	Female
$ 0.1 - 3.9	0.4	0.3	0.3	0.6	0.0	0.6	0.3	0.6
4.0 - 5.9	40.9	27.5	68.2	58.8	62.5	60.6	25.4	60.0
6.0 - 7.9	25.8	26.7	20.1	25.5	25.0	24.5	27.1	24.2
8.0 - 9.9	14.3	18.9	5.7	8.1	0.0	7.5	21.4	5.6
10.0 - 12.9	13.5	18.8	4.4	5.9	6.3	5.6	18.0	7.8
13.0 - 15.9	3.0	4.3	1.3	0.9	6.3	1.0	4.3	1.4
16.0 - 24.9	1.5	2.5	0.0	0.1	0.0	0.1	2.5	0.3
25.0 +	0.6	1.0	0.0	0.1	0.0	0.1	1.0	0.1
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

SOURCE: 1. Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, SMSA Summary Report, San Antonio, Feb. 14, 1979.
2. Ibid. April, 1974.

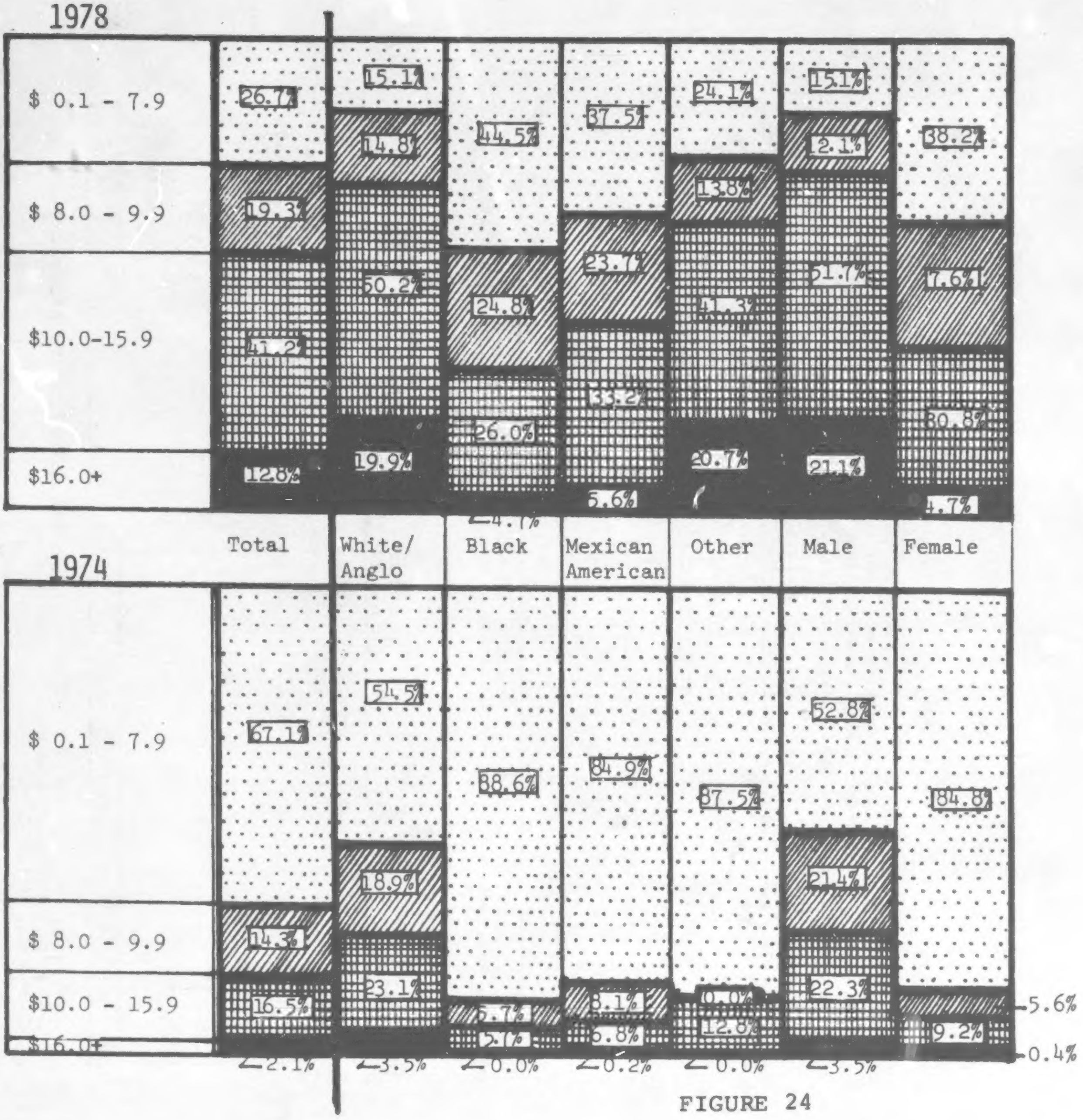


FIGURE 24

Salary Distribution by Race, Ethnicity and Gender - State Work Force San Antonio Metropolitan Area

1974 and 1978

SOURCE: State of Texas, State and Local Government Information/EEO-4, San Antonio (SMSA), Apr. 1974 and Feb. 1979.

By 1978, only about 27 percent of the work force was making less than $8,000 a year. However, the proportion of minorities and women at this level continued to exceed the proportion of White/Anglos and males. For example, 44 percent of all blacks, 37 percent of all Mexican Americans and 38 percent of the female work force earned less than $8,000 annually. Only about 15 percent of all White/Anglos and males were in this category.

Although there was a general upward trend in the salary distribution, White/Anglos and males continued to exceed the overall proportion at the $13,000 plus level. Compared to 5 percent in 1974, 29 percent of the work force earned $13,000 or more a year. However, only about 15 percent of the total minority work force, and approximately 16 percent of all females were in this range. In comparison, about 44 percent of all White/Anglos and 43 percent of all males were earning $13,000 or more a year.

Table 5.8D(8) in Appendix D describes a vertical distribution for each of the racial/ethnic and gender groups by salary level in 1978. As indicated earlier, about 27 percent of the total work force earned less than $8,000 a year in 1978. However, only 7.3 percent of all White/Anglo males were at this level. In contrast, 34.6 percent of all black males, and 24 percent of all Mexican American males were at this level. The disparity was even greater for females. For example, 25.8 percent of White/Anglos and 47 percent of all black and Mexican American females were making less than $8,000.

The major conclusion that can be derived from this distribution is that a disproportionate number of females and minorities were concentrated in lower paying and less skilled jobs.

How was this work force distributed among the various agencies located in the San Antonio metropolitan area? Table 5.9D in Appendix D describes the distribution of the State work force by gender, race and ethnicity for each agency in the metropolitan area for three separate years: 1973, 1975 and 1978.

The three largest State agencies with respect to total employment in San Antonio were the Department of Mental Health and Mental Retardation, the Department of Highways and Public Transportation, and the Department of Human Resources. In 1973, these three agencies employed a total of 3,177 - over three-fourths of the total State work force in San Antonio. By 1978, the total employment in these agencies declined to 3,086. However, they still employed most of the State work force in San Antonio. The largest decrease in employment occurred in the Department of Human Resources which lost 324 employees. The Highway Department recorded a smaller decrease, losing 125 employees. The Department of Mental Health and Mental Retardation, on the other hand, increased its work force by 358 during this same time period.

Minorities were mainly located in six State agencies - the Department of Health, Department of Mental Health and Mental Retardation, Department of Highways and Public Transportation, the Department of Human Resources, the Texas Employment Commission, and the Texas Rehabilitation Commission. In 1978, nearly 96 percent of all blacks and about 92 percent of all Mexican American State employees were working in these six agencies. Nearly 65 percent of all blacks were employed in one agency - the Department of Mental Health and Mental Retardation, and about 61 percent of the Mexican American State employees were located in two agencies - the Department of Mental Health and Mental Retardation, and the Department of Human Resources. Over half of all Asian and Native American State employees were located in the Department of Mental Health and Mental Retardation.

Females comprised the majority or close to the majority of all employees in almost all of the agencies in 1978. However, nearly 88 percent of the total female work force was located in four agencies - Department of Health, Department of Mental Health and Mental Retardation, Department of Human Resources, and the Texas Employment Commission. The greatest disparity between male and female employment occurred in the Highway Department. In that agency, only about 7 percent of the work force was female. In the Alcoholic Beverage Commission, the Department of Public Safety, and the Department of Labor and Standards, female employees comprised only about 20 percent of the total work force. Only three agencies did not employ any women at all. These were the State Board of Insurance, National Guard, and the Real Estate Commission. However, these agencies had a combined employment of only 15.

Table 5.9D also describes the changes in the composite work force for each of the State agencies since 1973. Only one had a significant increase in employment over this five-year period - the Department of Mental Health and Mental Retardation. Two agencies suffered major declines in personnel - the Highway Department and the Department of Human Resources. The remaining State agencies maintained a relatively stable work force.

Table 5.27 describes the overall changes in the composition of the State's work force in San Antonio from 1973 to 1978. During this five-year period, the work force increased by 432. Of this total, 337 were female and 95 were male. Minorities accounted for the entire increase. In fact, the number of White/ Anglo employees declined by 169 over these five years. The greatest numerical increase in overall employment was recorded by Mexican American women. However, black women had a higher proportional increase.

Table 5.28 below summarizes the composition of the State's work force in San Antonio for 1973, 1975 and 1978, and compares that composition with the available labor force in the metropolitan area.

In general, the State appeared to have obtained a degree of parity in its total employment with respect to minorities and women when compared to the available labor force in San Antonio. Minorities were slightly overrepresented in terms of their proportional distribution; whereas, White/Anglos were underrepresented. The representation of blacks and Mexican Americans generally exceeded their availability in the labor force while the opposite was true for White/Anglos.

Despite this, minorities and women were still heavily concentrated in lower-paying and lower-skilled job areas. White/

Table 5.27

State Agency Work Force
Summary
San Antonio SMSA
1973, 1975, 1978

	MALE					FEMALE					
	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
1978	1,281	153	769	12	2,215	977	300	1,033	16	2,326	4,541
	28.2	3.4	16.9	0.3	48.8	21.5	6.6	22.7	0.4	51.2	100.0%
1975	1,350	136	628	9	2,123	838	202	725	10	1,775	3,898
	34.6	3.5	16.1	0.2	54.5	21.5	5.2	18.6	0.3	45.5	100.0%
1973	1,403	107	599	11	2,120	1,024	191	757	17	1,989	4,109
	34.1	2.6	14.6	0.3	51.6	24.9	4.6	18.4	0.4	48.4	100.0%
Net Change 1973-1978	- 122 - 9.5	+ 46 +30.1	+ 170 + 22.1	+ 1 +8.3	+ 95 +4.3	- 47 - 4.8	+ 109 + 36.3	+ 276 + 26.7	- 1 -6.3	+ 337 + 14.5	+ 432 + 9.5%

SOURCE: Table 5.12D, Appendix D.

Table 5.28

Minorities/Women in State Employment
A Comparative Analysis: 1973-1978

Race/Ethnicity	Composition - State Work Force[1] 1973	 1975	 1978	Available Labor Force
White/Anglo	50.9	45.9	41.6	45.4
Black	6.0	5.9	8.3	7.5
Mexican American	42.9	47.9	49.5	46.3
Other	0.2	0.3	0.6	0.8
Gender				
Male	66.4	66.2	59.7	60.9
Female	33.6	33.8	40.3	39.1

1. Table 5.15.

Anglos continued to occupy most of the jobs in the official/administrative, professional, technician, and protective service job categories. Minorities, on the other hand, were mainly concentrated in the office/clerical, paraprofessional and service/maintenance job areas.

With respect to women, most were concentrated in the professional, paraprofessional, and office/clerical job area. Few were employed as officials and managers. As is the case with minorities, distribution among job types and salary levels will have to be considered before final judgments about equality of opportunity in State employment in San Antonio can be made.

D. Federal Employment: San Antonio Metropolitan Area

It was pointed out earlier that the Federal government's impact on the local economy is extremely important and far ranging. As a major employer in San Antonio, its policies and commitment to equal employment opportunity take on additional meaning. This raises some very important questions. For instance, how have minorities and women done in the area of Federal employment over the years in San Antonio? Has equal employment opportunity been achieved? Is it, in fact, an integral part of every aspect of Federal personnel policy and practice? The remainder of this section will attempt to answer these questions.

As of November, 1977, the Federal government in San Antonio employed a total of 34,111. Of this total, 2,312, or 6.8 percent were blacks, 14,620, or 42.9 percent were Mexican Americans, and 125, or less than 1 percent of the total work force were Asian and Native Americans. Overall, minorities constituted about half of the Federal work force. Women, on the other hand, comprised 28 percent of the total employment.

Table 5.29 describes the general distribution of Federal employees in all pay plans from 1967 through 1977 by race and ethnicity.* Figure 25 describes the overall patterns for that span of time.

The one obvious fact to emerge from Table 5.29 and Figure 22 is that Federal employment over the years in San Antonio has been declining. Another interesting pattern is that since 1967, the proportion of minorities in the Federal work force has increased while the proportion of White/Anglos has decreased. In 1967, for example, White/Anglos constituted 55 percent of the total Federal work force, and minorities 45 percent. By 1977, the proportions were evenly split at 50 percent.

For the most part, the proportion of blacks in Federal employment has remained relatively stable at about 7 percent over the years. However, the proportion of Mexican Americans has steadily increased from 38 percent in 1967 to almost 43 percent in 1977. The proportion of Asian and Native Americans has remained about 0.3 percent since 1967. (See Table 5.29 and Figure 25)

The number and proportion of women in Federal service has also increased. In 1975, the first year employment data for women was available, they comprised 26 percent of the work force. By 1977, their proportion had increased to 28.3 percent.

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*It should be noted that detailed statistical data on female employment was not collected until 1975.

Table 5.29
Federal Employment in the San Antonio SMSA by Race, Ethnicity and Gender - 1967-1977
All Pay Plans[1]

Year[2]	Total	Black	Hispanic	Native American	Asian American	Total Minority	White/ Anglo	Male	Female[3]
1967	40,489	2,757	15,387	24	42	18,210	22,279	—	—
1969	40,616	2,828	16,116	35	56	19,035	21,581	—	—
1970	38,791	2,695	15,465	31	59	18,250	29,541	—	—
1971	39,057	2,685	15,845	29	59	18,618	20,439	—	—
1972	37,609	2,636	15,529	32	64	18,261	19,348	—	—
1973	35,066	2,392	14,949	30	64	17,435	17,631	—	—
1974	35,875	2,475	15,292	37	69	17,873	18,002	—	—
1975	33,327	2,267	14,378	37	63	16,745	16,582	24,671	8,656
1976	34,584	2,323	14,636	40	85	17,084	17,500	25,084	9,500
1977[4]	34,111	2,312	14,620	40	85	17,057	17,054	24,457	9,654

Percentage Distribution

Year	Total	Black	Hispanic	Native American	Asian American	Minority	White/ Anglo	Male	Female
1967	100.0%	6.8	38.0	0.1	0.1	45.0	55.0	—	—
1969	100.0%	7.0	39.7	0.1	0.1	46.9	58.1	—	—
1970	100.0%	6.9	39.9	0.1	0.2	47.1	52.9	—	—
1971	100.0%	6.9	40.6	0.1	0.2	47.7	52.3	—	—
1972	100.0%	7.0	41.3	0.1	0.2	48.6	51.4	—	—
1973	100.0%	6.8	42.6	0.1	0.2	49.7	50.3	—	—
1974	100.0%	6.9	42.6	0.1	0.2	49.8	50.2	—	—
1975	100.0%	6.8	43.1	0.1	0.2	50.2	49.8	74.0	26.0
1976	100.0%	6.7	42.3	0.2	0.2	49.4	50.6	72.5	27.5
1977	100.0%	6.8	42.9	0.1	0.2	50.0	50.0	71.7	28.3

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1. U.S. Civil Service Commission, Equal Employment Opportunity Office, Federal Civilian Work Force Statistics for Women and Minorities in the Dallas Region, March, 1978. Table 65, Full Time Federal Minority Employment in All Pay Plans in San Antonio, Texas, SMSA, p. 109.
2. The above figures indicate employment as of November 30 for each year conducted. No survey was conducted in 1968. These figures were taken from the annual "Minority Group Employment in the Federal Government" reports published by the Bureau of Personnel Management Information Systems (BPMIS), U.S. Civil Service Commission now known as the Bureau of Personnel Management.
3. The period ending November 1, 1976, is the first period for which there is detailed statistical information for women employees in the San Antonio area.
4. Bureau of Personnel Management. Status of Federal Civilian Employees by Pay Plan and Grade, Minority Group and Sex - Date 11/30/77. Report D-CSC Region by SMSA - San Antonio, Sept. 1978, p. 67.

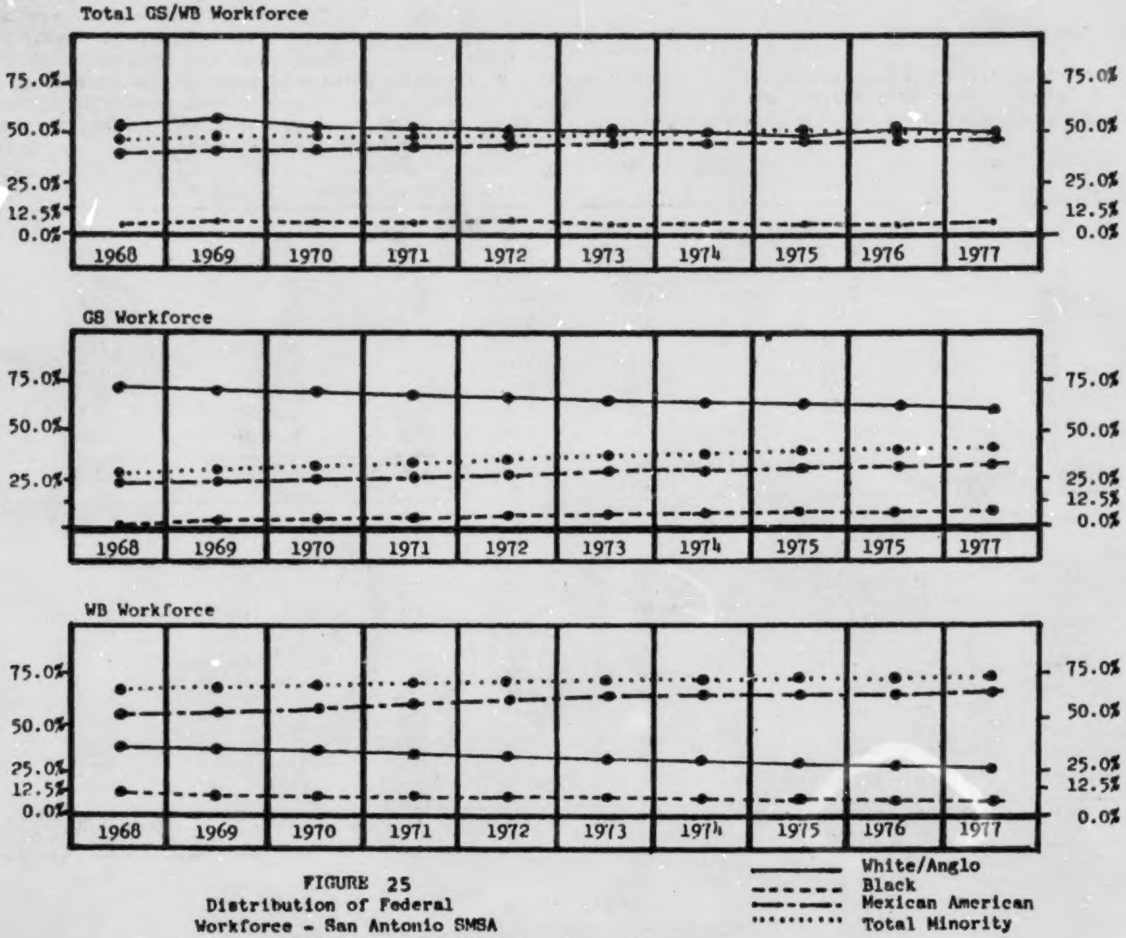

FIGURE 25
Distribution of Federal
Workforce - San Antonio SMSA
by Race, Ethnicity, Pay System
1968 - 1977

However, if we look at the individual pay systems, a different pattern emerges. There are basically three Federal pay systems - General Schedule and Equivalent (GS), Wage Board (WB) and Postal Field Service (PFS). The GS system generally includes all white collar jobs and is divided into a series of grade levels ranging from 1 to 18. Within each grade level there are also a series of steps (1 to 10) with each step indicating an incremental increase in salary. In effect, grade level determines the level of responsibility and the salary that person gets. The higher the grade, the more responsibilities and the more pay the employee receives.[30]

The second major system is the Wage Board (WB) pay system. This system encompasses all blue-collar jobs. Within that system we also have a number of subcategories for Regular Nonsupervisory, Regular Leader, and Regular Supervisory.[31]

The third system is exclusive to the Post Office. Within the PFS system there are also a number of grade levels ranging from 1 to 29, with each level denoting specific salaries and responsibilities.[32]

Tables 5.30 and 5.31 describe the distribution of the Federal work force in the GS and WB systems from 1967 to 1977, respectively. Figure 26 graphically describes these distributions by race, ethnicity and gender for specific years.

In 1977, 20,121 employees were in the GS system in San Antonio. This total represented about 59 percent of the Federal work force. Of this number, 1,087, or 5.4 percent, were black, 6,087, or 30.3 percent, were Mexican American, and 105, or less than 1 percent were Asian and Native Americans. Minorities constituted about 36 percent of the total GS work force; whereas, White/Anglos comprised nearly 64 percent. (See Table 5.30)

The proportion of minorities in the GS system in San Antonio has increased over the years. Conversely, the number and proportion of White/Anglos in this system has decreased. For example, in 1967, White/Anglos made up 73 percent of all employees

Table 5.30
Federal Employment in the San Antonio SMSA by
Race, Ethnicity and Gender - 1967-1977
General Schedule/GS[1]
Pay System

Year[2]	Total	Black	Hispanic	Native American	Asian American	Total Minority	White/ Anglo	Male	Female[3]
1967	20,933	747	4,936	14	29	5,726	15,207	—	—
1969	20,816	822	5,147	23	39	6,031	14,785	—	—
1970	20,275	827	5,160	21	40	6,048	14,227	—	—
1971	20,496	875	5,317	20	41	6,253	14,243	—	—
1972	20,180	910	5,550	24	46	6,530	13,650	—	—
1973	19,224	916	5,685	24	48	6,673	12,551	—	—
1974	19,851	1,030	5,775	32	53	6,890	12,961	—	—
1975	18,685	968	5,558	34	46	6,606	12,079	11,021	7,664
1976	20,132	1,071	5,986	37	68	7,162	12,970	11,289	8,843
1977[4]	20,121	1,087	6,087	36	69	7,279	12,842	11,154	8,967

Percentage Distribution

Year	Total	Black	Hispanic	Native American	Asian American	Minority	White/ Anglo	Male	Female
1967	100.0%	3.6	23.6	0.1	0.1	27.4	72.6	—	—
1969	100.0%	3.9	24.7	0.1	0.2	29.0	71.0	—	—
1970	100.0%	4.1	25.5	0.1	0.2	29.8	70.2	—	—
1971	100.0%	4.3	25.9	0.1	0.2	30.5	69.5	—	—
1972	100.0%	4.5	27.5	0.1	0.2	32.4	67.6	—	—
1973	100.0%	4.8	29.6	0.1	0.2	34.7	65.3	—	—
1974	100.0%	5.2	29.1	0.2	0.3	34.7	65.3	—	—
1975	100.0%	5.2	29.7	0.2	0.2	35.4	64.6	59.0	41.0
1976	100.0%	5.3	29.7	0.2	0.3	35.6	64.4	56.1	43.9
1977	100.0%	5.4	30.3	0.2	0.3	36.2	63.8	55.4	44.6

1. U.S. Civil Service Commission, Equal Employment Opportunity Office, Federal Civilian Work Force Statistics for Women and Minorities in the Dallas Region. March, 1978. Table 66: Full Time Federal Minority Employment in General Schedule ("White Collar") Pay Plan in San Antonio, Texas SMSA, p. 110.
2. The above figures indicate employment as of November 30 for each year survey is conducted. No survey was conducted in 1968. These figures were taken from the annual "Minority Group Employment in the Federal Government" reports published by the Bureau of Personnel Management.
3. The period ending November 1, 1975, is the first period for which there is detailed statistical information for women employees in the San Antonio area.
4. Bureau of Personnel Management. Status of Federal Civilian Employees by Pay Plan and Grade, Minority Group and Sex - Date 11/30/77. Report D-CSC Region by SMSA - San Antonio, Sept. 1978., p. 67.

Table 5.31
Federal Employment in the San Antonio SMSA by Race, Ethnicity and Gender - 1967-1977
Wage Grade/Board[1]
Pay System

Year[2]	Total	Black	Hispanic	Native American	Asian American	Total Minority	White/ Anglo	Male	Female[3]
1967	17,230	1,826	9,559	8	13	11,406	5,824	—	—
1969	17,269	1,789	9,867	10	17	11,683	5,586	—	—
1970	15,958	1,634	9,193	9	17	10,853	5,105	—	—
1971	16,106	1,598	9,473	8	16	11,095	5,011	—	—
1972	15,023	1,493	8,938	7	16	10,454	4,569	—	—
1973	13,461	1,244	8,228	5	13	9,490	3,971	—	—
1974	13,646	1,224	8,447	4	14	9,689	3,957	—	—
1975	12,375	1,083	7,755	2	15	8,855	3,520	11,836	539
1976	12,200	1,052	7,607	2	15	8,676	3,524	11,662	538
1977[4]	11,762	1,022	7,461	3	14	8,500	3,262	11,230	532

Percentage Distribution

Year	Total	Black	Hispanic	Native American	Asian American	Minority	White/ Anglo	Male	Female
1967	100.0%	10.6	55.5	0.1	0.1	66.2	33.8	—	—
1969	100.0%	10.4	57.1	0.1	0.1	67.7	32.3	—	—
1970	100.0%	10.2	57.6	0.1	0.1	68.0	32.0	—	—
1971	100.0%	9.9	58.8	0.1	0.1	68.9	31.1	—	—
1972	100.0%	9.9	59.5	0.1	0.1	69.6	30.4	—	—
1973	100.0%	9.2	61.1	0.04	0.1	70.5	29.5	—	—
1974	100.0%	9.0	61.9	0.03	0.1	71.0	29.0	—	—
1975	100.0%	3.8	62.7	0.02	0.1	71.6	28.4	95.6	4.4
1976	100.0%	8.6	62.4	0.02	0.1	71.1	28.9	95.6	4.4
1977	100.0%	8.7	63.4	0.03	0.1	72.3	27.7	95.5	4.5

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1. U.S. Civil Service Commission, Equal Employment Opportunity Office, Federal Civilian Work Force Statistics for Women and Minorities in the Dallas Region. March, 1978. Table 67: Full Time Federal Minority Employment in Wage Grade ("Blue Collar") Pay Plan in San Antonio, Texas SMSA, p. 111.
2. The above figures indicate employment as of November 30 for each year survey is conducted. No survey was conducted in 1968. These figures were taken from the annual "Minority Group Employment in the Federal Government," reports published by the Bureau of Personnel Management.
3. The period ending November 1, 1975, is the first period for which there is detailed statistical information for women employees in the San Antonio area.
4. Bureau of Personnel Management, Status of Federal Civilian Employees by Pay Plan and Grade, Minority Group and Sex - Date 11/30/77. Report D-CSC Region by SMSA - San Antonio, Sept. 1978, p. 67.

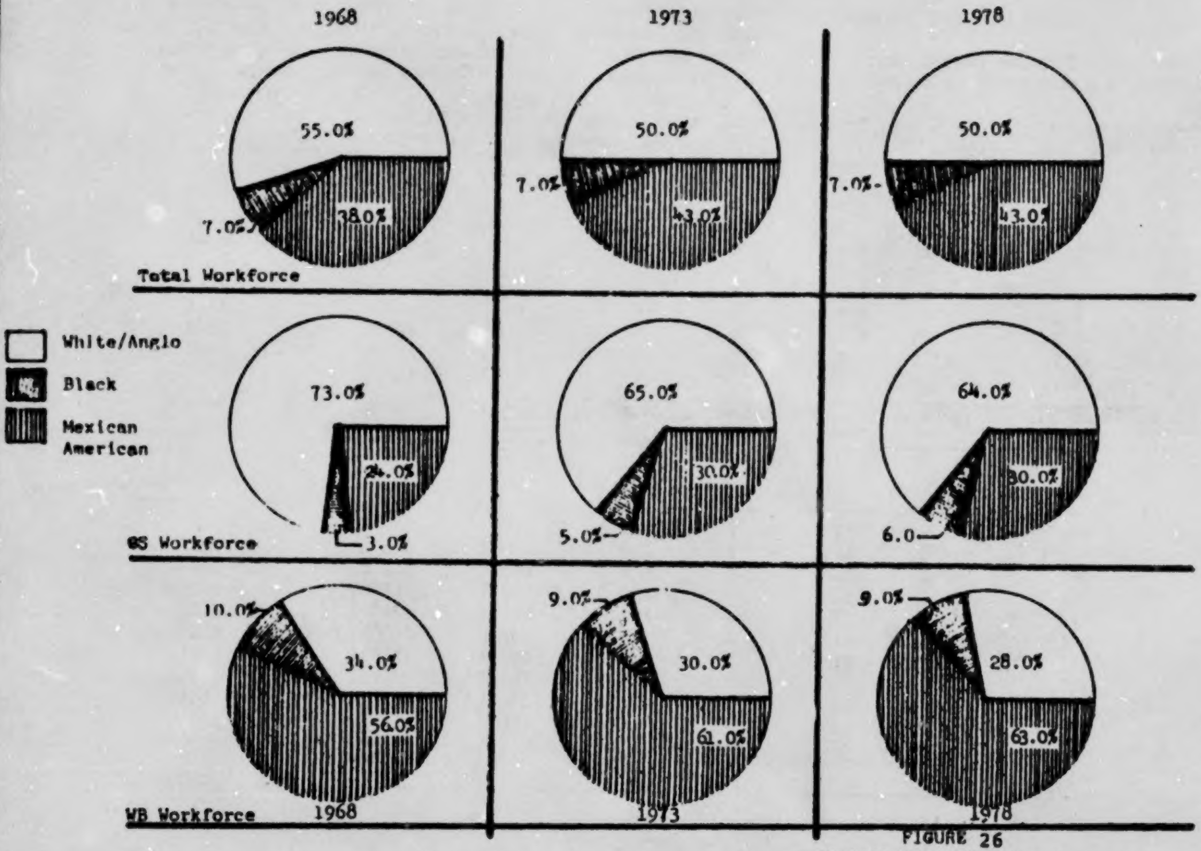

FIGURE 26
Distribution of Federal
Workforce - San Antonio SMSA
1968, 1973 and 1978

in the GS system. Minorities, on the other hand, comprised 27 percent of the total. Despite the steady increase of minorities in the GS system over the years, White/Anglos still comprised most of the work force in this particular pay system. (See Table 5.30)

A different picture comes to light in the WB system. In this system, minorities both numerically and proportionately, exceed White/Anglos by a wide margin. In 1977, there were 11,762 persons employed in this pay system. Nearly 9 percent, or 1,022, were black, 7,461, or 63.4 percent, were classified as Mexican Americans, and 17, or 0.1 percent, were Asian and Native Americans. Overall, minorities comprised about 72 percent of the WB work force; whereas, White/Anglos constituted only about 28 percent of the total.

Another interesting pattern is reflected in Table 5.31 and Figure 26. Although the total blue-collar work force had declined over the years from a high of 17,269 in 1969, to a low of 11,762 in 1977, the proportion of minorities had increased from 66 percent in 1967 to a high of 72 percent in 1977. The number and proportion of White/Anglos in this system, on the other hand, decreased from a high of 34 percent in 1967 to a low of 28 percent in 1977.

A third interesing finding is that the proportion of blacks in the WB system has also declined over the years. However, the proportion of Mexican Americans employed in blue-collar jobs increased from about 56 percent in 1967 to nearly 64 percent in 1977. (See Figure 26)

If we look only at the employment of women, we find that in the GS system, females comprised nearly 45 percent of the work force in 1977. Actually, the number and proportion of women in this particular system has been increasing at a fairly rapid pace over the years. (See Table 5.30) However, in the WB system, they have been almost totally excluded. Although there had been a slight proportional increase since 1975, women comprised only about 5 percent of the total blue collar work force in San Antonio. (See Table 5.31)

Although total numbers are important, the distribution of the work force among the various grade levels is a better indicator of status. Table 5.10D in Appendix D and Figures 27, 28 and 29, describe the distribution of Federal employment in the San Antonio metropolitan area by race/ethnicity and pay system for three separate years: 1967, 1973 and 1977.* The one basic pattern that emerges out of these tables and figures is that minorities were concentrated in the lower grade levels and that White/Anglos held most of the jobs in the higher grade levels.

In 1967, for example, the total GS work force in San Antonio numbered 20.933. Minorities constituted about 27 percent of this work force. Slightly over 60 percent of the GS work force was located at or below the GS-8 level. However, over 80 percent of the minority work force was concentrated in this grade bracket; whereas, only 53 percent of all White/Anglos were in this range. (See Table 5.10D(1) and Figure 27)

At the higher grade levels, nearly 40 percent of the GS work force was at the GS-9 level and above. White/Anglos constituted the majority of the employment above this level, while only 20 percent of all minorities were at or above this level. At the GS-14 and above levels, White/Anglos comprised nearly 96 percent of all employees. There were no minorities above the GS-15 level. (See Table 5.10D(1)

In 1973, five years later, the GS work force totaled 19,224. Minorities comprised about 35 percent, and White/Anglos 65 percent of the total GS work force. About 56 percent of this work force was located at or below the GS-8 level. In comparison, 74 percent of all minorities and only 46 percent of all White/Anglos were in this grade bracket. (See Table 5.10D(2) and Figure 27)

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*Data for the WB work force was not available for 1967; therefore, 1971 is used as the initial year for analyzing the changes in work force composition for this particular pay system.

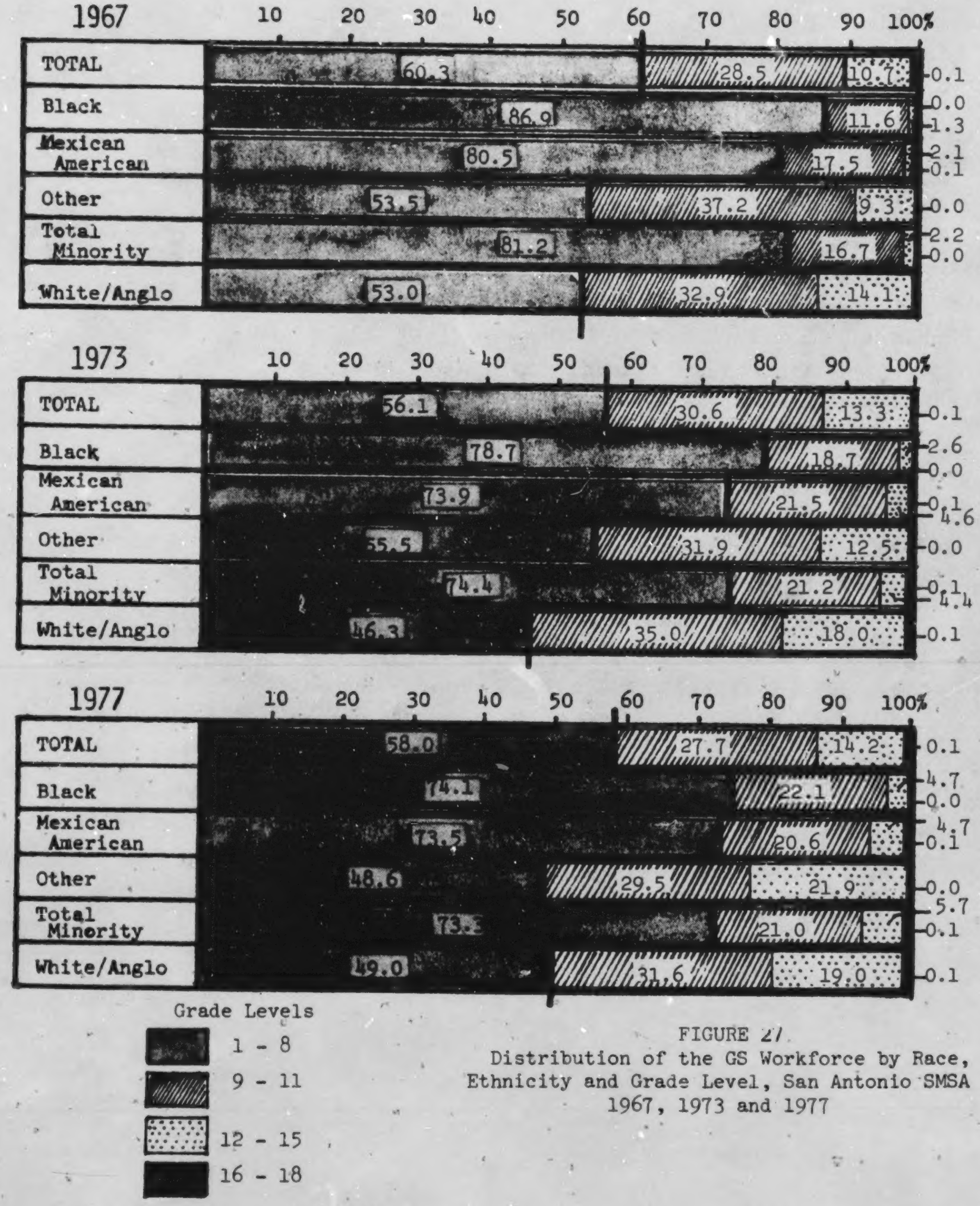

FIGURE 27
Distribution of the GS Workforce by Race, Ethnicity and Grade Level, San Antonio SMSA 1967, 1973 and 1977

Conversely, at the higher grade levels, White/Anglos held most of the jobs. For example, nearly 54 percent of all White/Anglos were employed at the GS-9 level and above. In contrast, only 26 percent of all minorities were in that range. At the GS-14 level and above, White/Anglos constituted about 93 percent of the total work force. There was only one minority above the GS-15 level.

In the WB system, a similar pattern emerges, although in slightly different form. Minorities comprised nearly 71 percent of all employees in blue-collar jobs. Nearly half (48.5%) of this total work force was located at or below the WG-9 level. However, 56 percent of all minorities and only 31 percent of all White/Anglos were in this grade bracket. On the other hand, over 51 percent of all White/Anglo blue collar employees and only 36 percent of all minorities were in the higher grade levels (WG-10 and above). Moreover, 17 percent of all White/Anglos were classified as supervisors. In contrast, only about 11 percent of the total WB work force, and approximatley 7 percent of all minorities were classified as such. (See Table 5.10D(2) and Figure 28)

By 1977, the GS work force had increased to 20,121. Minorities comprised slightly over 36 percent, and White/Anglos about 64 percent of the total. Approximately 58 percent of this work force was at or below the GS-8 level. Slightly over 73 percent of the minority work force and about 49 percent of all White/Anglos were in this grade range. (See Table 5.10D(3) and Figure 27)

Nearly 51 percent of all White/Anglos were located at the GS-9 level and above. In comparison, only about 27 percent of all minorities were in this bracket. At the GS-14 level and above, White/Anglos comprised about 88 percent of all those in this grade range.

In the WB system, minorities constituted about 72 percent of all the blue-collar workers. Slightly over half of this work force was located at or below the WG-9 level. However, 57 per-

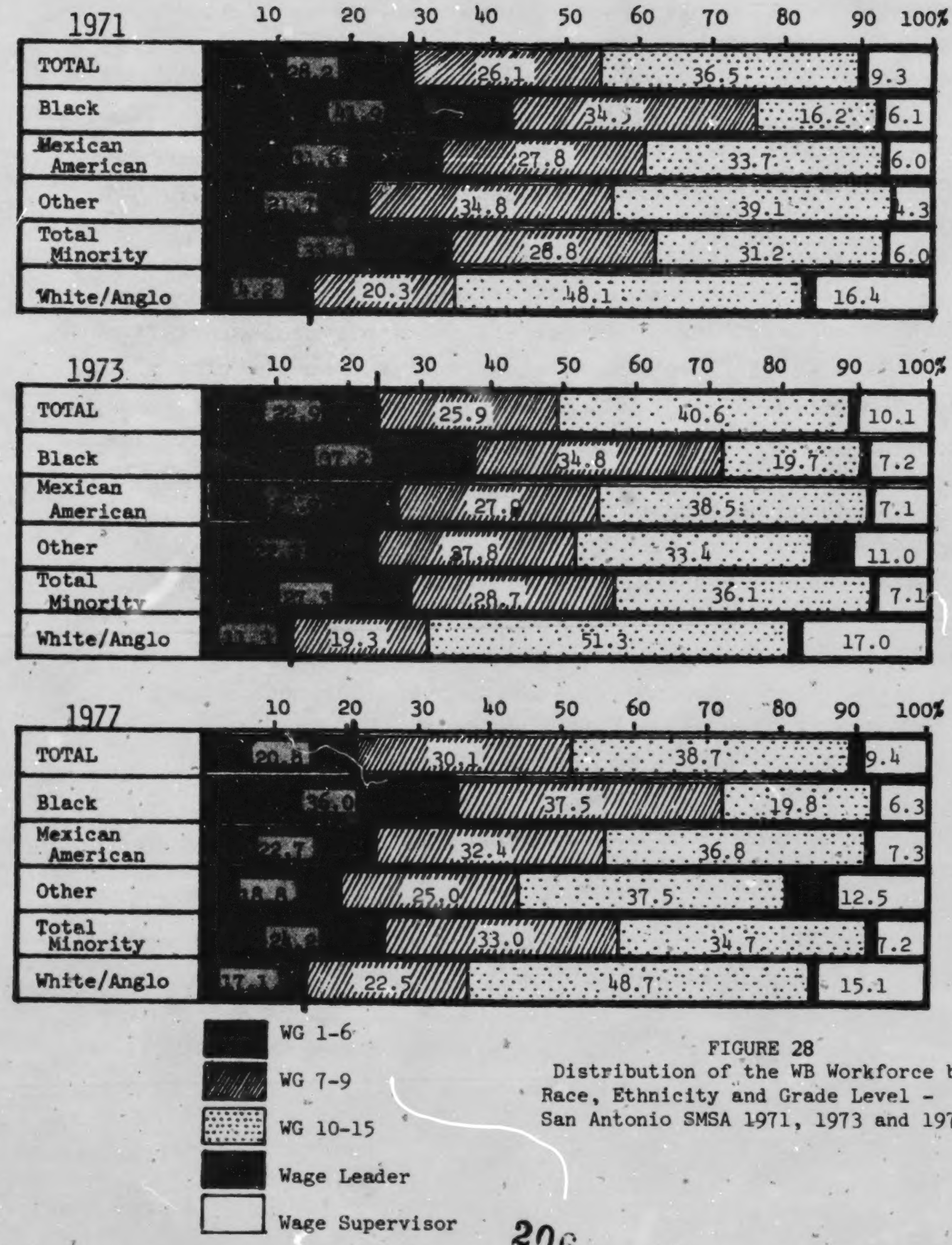

FIGURE 28
Distribution of the WB Workforce by Race, Ethnicity and Grade Level - San Antonio SMSA 1971, 1973 and 1977

cent of all minorities, and approximately 35 percent of all White/Anglos were in this range. Conversely, nearly 49 percent of all White/Anglos and only about 35 percent of all minorities were in the higher grades. Another 15 percent of the White/Anglo WB work force was classified as supervisors, whereas, only about 7 percent of all minorities and slightly over 9 percent of the total WB work force was classified as such. (See Table 5.10D(3) and Figure 28)

Looking more closely at the Wage Supervisor category, the pattern is very clear. Proportionately, more White/Anglos were classified as supervisors than minorities. However, if we look at the horizontal distribution, we find that minorities constituted about 50 percent of all the supervisors in 1973, and 55 percent in 1977. But even if we analyze the distribution in this manner, minorities were still underrepresented. For example, in 1973 minorities comprised about 71 percent of the total WB work force. In 1977, their proportion increased to 72 percent. In both years they had not matched their total proportion in the WB system.

Employment trends in the Post Office exhibit an altogether different pattern. Although the size of the work force has steadily declined over the years, the number and proportion of minorities has increased. Moreover, there has been a steady improvement in the grade distribution in the minority work force as compared to White/Anglos since 1967.

In 1967, the Post Office in San Antonio employed 2,268 persons. Minorities constituted nearly 47 percent of the work force, but made up 51 percent of all the employees in PFS grades 1 through 5, and 33 percent of all those in the 6 to 9 grades. As a group nearly 88 percent of all minorities were in the PFS 1-5 grade bracket. In comparison, only about 75 percent of all White/Anglos were in this bracket. However, they constituted about 89 percent of the work force at and above the PFS-10 level. (See Table 5.10D(1) and Figure 29)

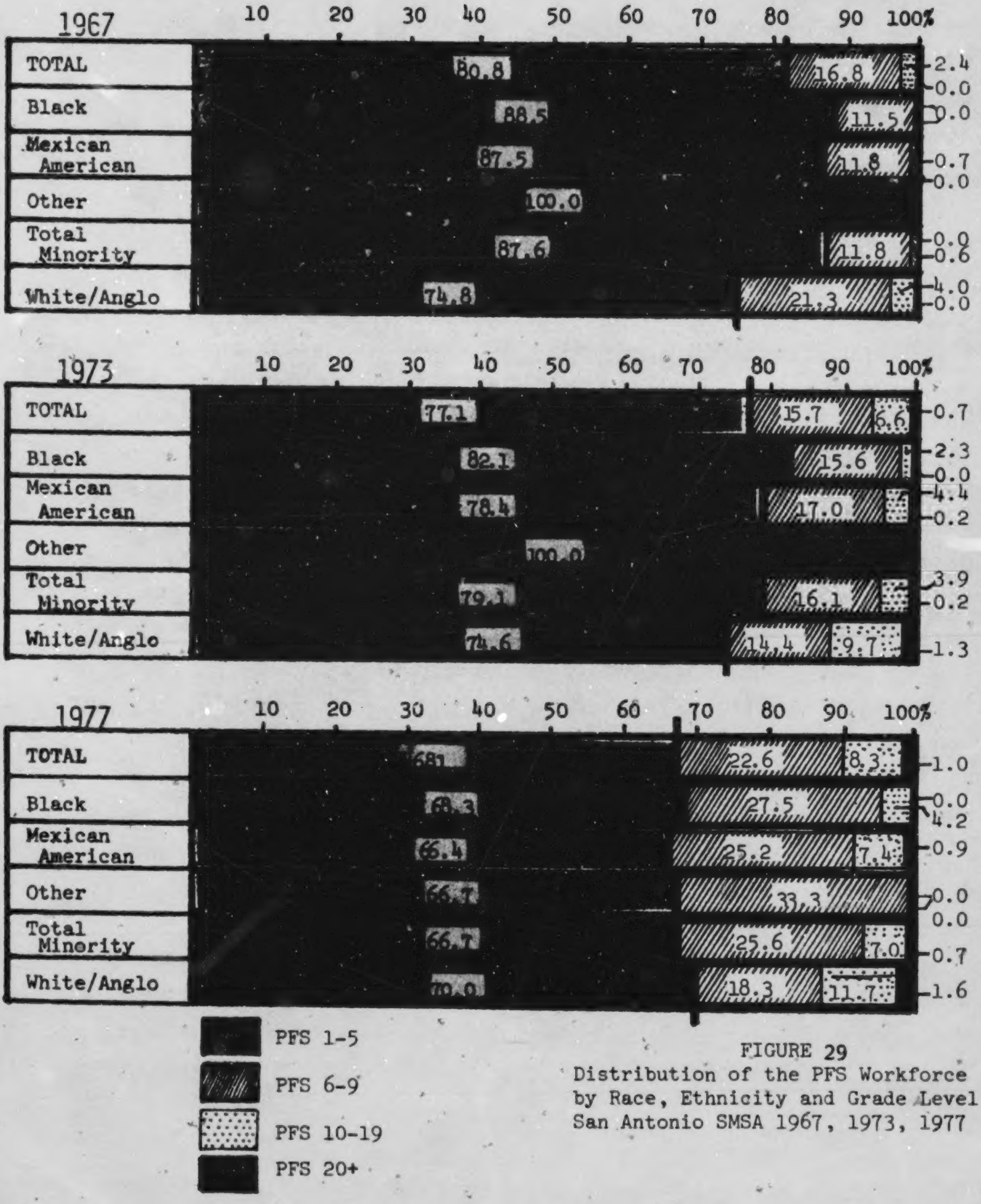

FIGURE 29
Distribution of the PFS Workforce by Race, Ethnicity and Grade Level San Antonio SMSA 1967, 1973, 1977

In 1973, overall employment in the Post Office decreased to 2175. However, the proportion of minorities in the Post Office increased to 55 percent. They continued to be located mainly in the lower grade levels comprising nearly 57 percent of all the employees in PFS grades 1-5, and about 59 percent of all those in grades 6 through 9. Both percentages represented an increase over 1967. As a group, nearly 79 percent of all minorities were in the PFS 1-5 grade bracket. In contrast, 77 percent of the total work force, and about 75 percent of all White/Anglos were in this bracket. At the higher grade levels, White/Anglos continued to occupy most of the jobs. In 1973, they constituted about 68 percent of the total work force at and above the PFS-10 level. (See Table 5.10D(2) and Figure 29)

By 1977, employment in the Post Office had declined to 2,093. The proportion of minorities, however, continued to increase. In 1977, they comprised nearly 59 percent of the total work force. With respect to grade distribution, minorities made up 57 percent of all employees in PFS grades 1 through 5, and 66 percent of all those in the 6 to 9 bracket. Overall, their proportion in the 1 to 5 range remained about the same as that found in 1973, but they increased their participation in the 6 to 9 grade range. As a group, approximately 67 percent of all minorities were in the PFS 1-5 grade bracket. In comparison, 68 percent of the total work force, and 70 percent of all White/Anglo employees were in this bracket. At the higher grades, White/Anglos constituted about 52 percent of the total work force at and above the PFS-10 level. In contrast, in 1973 they constituted nearly 68 percent of all employees in that bracket. (See Table 5.10D(3) and Figure 29)

As we have seen, minorities and women were, for the most part, located in the lower grade and salary levels. However, what about their distribution within the various occupational series that comprise the Federal job system? How did minorities and women compare with White/Anglos? Table 5.32 describes the distribution of all Federal full-time employees by race/ethnicity, gender, grade, salary and occupational series. However, before attempting to interpret the data in this table, we need to clarify what is meant by the various occupational groups or series.

Generally speaking, all Federal white-collar job series have been assigned to one of five occupational categories: Professional, Administrative, Technical, Clerical, and Other. These categories are defined as follows:

> Professional occupations are those that require knowledge in a field of science or learning characteristically acquired through education or training equivalent to a bachelor's or higher degree with major study in or pertinent to the specialized field, as distinguished from general education.
>
> Administrative occupations are those that involve the exercise of analytical ability, judgment, discretion and personal responsibility, and the application of a substantial body of knowledge of principles, concepts, and practices applicable to one or more fields of administration or management.
>
> Technical occupations are those that involve work typically associated with and supportive of a professional or administrative field, which is nonroutine in nature and which involves extensive practical knowledge, gained through on-the-job experience and/or specific training less than represented by college graduation.
>
> Clerical occupations are those that involve structured work in support of office, business or fiscal operations performed in accordance with established policies, procedures, or techniques and requiring training, experience or working knowledge related to the tasks to be performed.
>
> Other occupations are those that cannot be related to the above professional, administrative, technical or clerical occupatins.33

As indicated above, Table 5.32 describes the overall distribution of the Federal work force in San Antonio by occupation, salary, and grade level as of 1977. At that time the Federal

Table 5.32
Occupations of Federal Full-Time Employees by Minority Group, Gender, Average Grade and Salary - San Antonio SMSA 1977

	Total Full Time		Total Minority		Black		Mexican American		Other		White/Anglo	
	Number	Women %	Number %	Women %	Number %	Women %	Number %	Women %	Number %	Women %	Number %	Women %
Total All Occupation Series	33,486 100.0%	9,630 28.8%	16,666 49.8%	3,800 11.3%	2,271 6.8%	750 2.2%	14,271 42.6%	3,003 9.0%	124 0.4%	47 0.1%	16,820 50.2%	5,820 17.4%
Average Salary	$15,325	12,486	13,908	11,755	13,339	12,220	13,972	11,629	17,352	12,337	16,729	12,962
Total White Collar	22,391 100.0%	9,112 40.7%	8,659 38.7%	3,379 15.1%	1,271 5.7%	624 2.8%	7,280 32.5%	2,709 12.1%	108 0.5%	46 0.2%	13,732 61.3%	5,733 25.6%
Average Salary	$15,890	12,490	13,917	11,682	13,439	12,158	13,947	11,558	17,685	12,440	17,134	12,966
Average Grade	7.3	5.6	6.2	5.0	6.0	5.4	6.2	4.9	8.2	5.6	8.0	5.9
Professional Series	2,309 100.0%	800 34.6%	434 18.8%	165 7.1%	102 4.4%	66 2.9%	310 13.4%	92 4.0%	22 1.0%	7 0.3%	1,875 81.2%	635 27.5%
Average Salary	$22,178	17,132	20,362	16,849	18,849	16,562	20,857	17,035	25,213	16,683	22,598	17,205
Average Grade	10.7	9.2	10.1	9.1	9.5	9.0	10.3	9.1	11.5	9.3	10.8	9.2
Administrative Series	5,653 100.0%	1,225 21.7%	1,280 22.6%	296 5.2%	180 3.2%	59 1.0%	1,070 18.9%	233 4.1%	30 0.5%	4 0.07%	4,373 77.4%	929 16.4%
Average Salary	$21,424	17,523	19,581	16,614	18,887	17,523	19,635	16,379	21,799	17,760	21,963	17,813
Average Grade	10.4	9.1	9.8	8.7	9.7	9.3	9.8	8.6	10.4	8.5	10.6	9.2
Technical Series	4,255 100.0%	1,165 27.4%	1,936 45.5%	500 11.8%	334 7.8%	165 3.9%	1,580 37.1%	324 7.6%	22 0.5%	11 0.3%	2,319 54.5%	665 15.6%
Average Salary	$15,193	13,010	14,396	12,480	12,773	11,778	14,718	12,820	15,925	12,090	15,859	13,409
Average Grade	7.3	6.1	6.9	5.7	5.9	5.2	7.1	6.0	7.8	5.5	7.7	6.3
Other White Collar Series	698 100.0%	56 8.0%	455 65.2%	39 5.6%	48 6.9%	12 1.7%	403 57.7%	27 3.9%	4 0.6%	1 0.1%	243 34.8%	17 2.4%
Average Salary	$11,053	6,539	10,578	6,361	9,170	5,500	10,732	6,744	12,500	13,600	11,943	6,947
Average Grade	5.7	4.0	5.5	4.2	4.9	3.5	5.6	4.7	5.5	7.0	5.8	3.8
Total Blue Collar Series	11,095 100.0%	518 4.7%	8,007 72.2%	421 3.8%	1,000 9.0%	126 1.1%	6,991 63.0%	294 2.6%	16 0.1%	1 --	3,088 27.8%	97 0.9%
Average Salary	$14,186	12,411	13,899	12,340	13,212	12,522	13,997	12,285	15,214	5,500	14,929	12,722

SOURCE: Bureau of Personnel Management, Minority Group Study as of November 30, 1977, Occupations of Full-time Employees by Minority Group, Average Grade and Salary. San Antonio, Tx., Nov. 1977.

government employed a total of 33,486 persons in San Antonio. Of that number, 9,630, or nearly 29 percent, were women. The average salary for this work force was $15,325, for women it was somewhat less at $12,486. Minorities as a whole had an average salary of only $13,908, minority women averaged even less at $11,755. White/Anglos, on the other hand, were around $16,729, considerably above the total average. White/Anglo women also received a higher salary than that of the total female work force but were nearly $2,400 below the total average of $15,325.

Focusing in on the white collar occupations, the overall average for this group was $15,890. The average grade for that work force was 7.3. For women, however, the average salary was $12,490 - a $3,400 difference - and the average grade was 5.6. Minorities, in contrast, had an average salary of $13,917, nearly $2,000 below the total average. Moreover, their grade was only 6.2. Minority women were even lower on the salary and grade scale. However, if we look at the data for White/Anglos, we find that their overall average salary was $17,134 compared to $15,890 for the total Federal white collar work force. White/Anglo women were also slightly above the average for all female employees. With respect to grade level the average for White/Anglos as a group was 8.0. This was slightly above that found for the total work force and considerably above the average grade of 6.2 for minorities.

Looking next at four specific occupational categories - professional, administrative, technical and other - we find that the average salaries for minorities in each group was below that for the total work force. Conversely, the mean for White/Anglos as a group and for White/Anglo women was above the average for the total. However, in every case women Federal employees had average salaries that were below that found for the total work force irrespective of race or ethnicity.

With respect to grade levels, the same situation holds. Minorities were consistently below, whereas White/Anglos were above the average. Women in all cases were below the total average, but White/Anglo women did better than minority women.

The one exception to this overall distribution is found in the Other classification which includes Asian and Native Americans. This group was very small comprising only 0.4 percent of the total Federal work force in San Antonio. Because of this, their averages will tend to be higher than the other more numerous racial/ethnic groups. Furthermore, they also tend to be located in the higher grade levels, thereby raising their overall average salary levels.

In the blue-collar series we find that the average salary was $14,186 for the total work force and only $12,411 for women. As in the case for white-collar employees, minorities had a lower average than White/Anglos. For women, the same pattern also held. Women earned less than the total work force, and minority women earned less than White/Anglo women. (See Table 5.32)

In analyzing the overall distribution for Federal women employees in San Antonio, three patterns stand out. First, they are concentrated mainly in the lowest GS, and WB grade levels. Second, they have a lower overall grade and salary average than males. Third, White/Anglo females do better than minority females with respect to occupational, grade and salary distributions.

Table 5.11D in Appendix D describes the distribution of Federal women employees by race, ethnicity and pay system for two years - 1975 and 1977. Figure 30 describes those distributions in graphic terms.

In 1975, females constituted 26 percent of the total Federal work force. However, their proportion in the work force varied with the pay system. For example, they made up nearly 42 percent of the GS work force, but only 4.3 percent of the blue collar and 4.7 percent of the work force in the PFS system. With

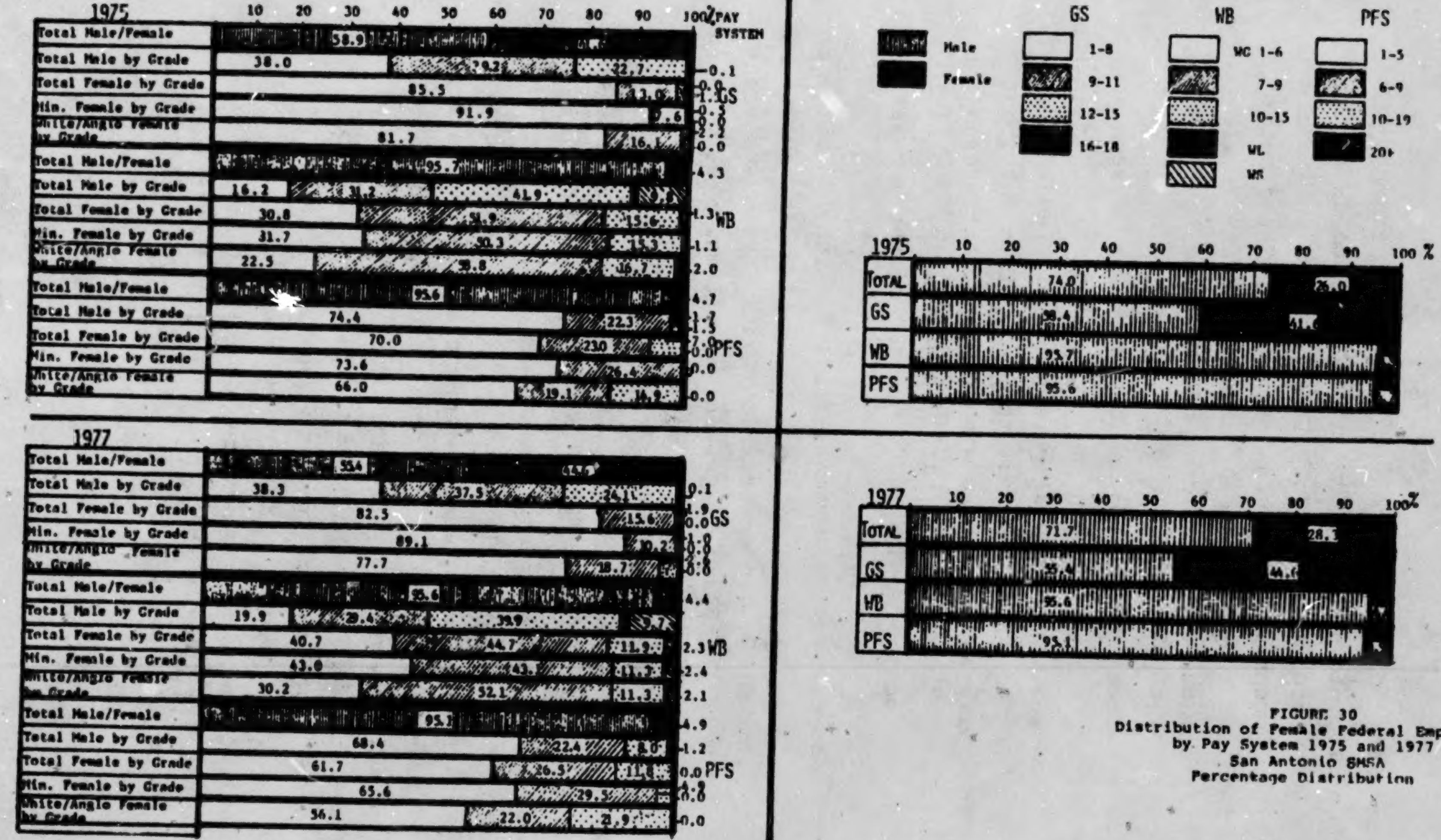

FIGURE 30
Distribution of Female Federal Employees
by Pay System 1975 and 1977
San Antonio SMSA
Percentage Distribution

respect to the GS work force, about 26 percent of all white-collar Federal employees were concentrated in the GS 1-4 bracket. For males, the proportion was only 12.4 percent, for females it was nearly 45 percent. The concentration was even greater for minority females. Over 55 percent of all minority females were in this bracket; whereas 38 percent of all White/Anglo females were in this grade bracket. (See Table 5.11D(1))

The same general pattern holds for the WB pay system. In this system, approximately 16 percent of all blue collar employees were in grades 1-6. However, 31 percent of all females were in this range. For minority females, the proportion was about 33 percent, for White/Anglos it was almost 22 percent. As might be expected, males completely dominated the supervisory positions in this system, occupying nearly 98 percent of the jobs at this level. (See Table 5.11D(1a))

In the Post Office, 70 percent of all females, 74 percent of all minority and 66 percent of all White/Anglo females were in grades 1 through 5. In contrast, slightly over 74 percent of the total work force and 74 percent of all males were in this bracket. Although this distribution would seem to indicate a degree of parity between males and females, we should keep in mind that females constituted only about 5 percent of the total work force. Moreover, if we look at the higher grade levels, females were almost completely absent. For instance, above the PFS-10 level, there were only seven females out of a total work force of 74. All of those seven were White/Anglo. (See Table 5.11D(1))

By 1977, little had changed. Their overall proportion increased to slightly over 28 percent. They made up about 45 percent of the GS work force and only 4.4 percent of the blue-collar and 4.9 percent of the work force in the Post Office. They were still concentrated mainly in the lower grades although there was some upward movement. For instance, 42 percent of all females in the GS pay system were in grades 1 through 4. In fact, they constituted over 73 percent of all employees in this grade level.

In comparison, 26 percent of the total work force, and only about 12 percent of all male employees were in this bracket. As in 1975, minority females had a higher proportion in this bracket than White/Anglos.

In the blue collar wage system, almost 41 percent of all female employees were in grades 1 through 6. In contrast, only about 21 percent of the total work force and 20 percent of all males were at this level. For minority females, the proportion was about 43 percent - up from 33 percent in 1975 - and for White/Anglo females, slightly over 30 percent were in these grades. This percentage also was higher than that recorded in 1975. (See Table 5.11D(2))

With respect to the Post Office, we find some improvement in the general distribution of males and females. By 1977, 62 percent of all females, 66 percent of all minority, and 56 percent of all White/Anglo females were in grades 1 through 5. This represented a slight proportional decrease over that found in 1975. In comparison, 68 percent of the total work force and 68 percent of all males were at these grade levels. Above the PFS-10 level, however, the number of females increased by only five. In contrast, the work force above that level increased by 121- to 195 employees. (See Table 5.11D(2)) In other words, from 1975 to 1978, the total work force employed above the PFS-10 level increased by 195. Of that total, only five were females - three of those were minorities.

What was the status of the Federal work force in San Antonio as of 1977? Table 5.33 describes the salary and grade distributions for the work force by race, ethnicity, gender and pay system.

The median salary for the entire Federal work force in San Antonio was $15,000, the average salary was slightly higher at $15,390. White/Anglo males had higher salary levels than minorities and women. For example, the median salary for White/Anglo males was $17,000, for the total work force it was $15,000, for minorities it was $14,000, and for women it was only $12,000.

Table 5.33
Status of Federal Civilian Employees by Selected Pay Plan, Race Ethnicity, Gender, Salary and Grade, San Antonio SMSA - 1977

	Total All Employees	Male	Female	Total Minority	Male	Female	Total Black	Male	Female	Total Mexican American	Male	Female	Total Other	Male	Female	Total White Anglo	Male	Female
Total Pay Plans	34,082	24,439	9,643	17,039	13,237	3,802	2,310	1,559	751	14,605	11,600	3,005	124	78	46	17,043	11,206	5,837
Median Salary	$15,000	15,000	12,000	14,000	15,000	11,000	13,000	14,000	12,000	14,000	15,000	11,000	16,500	17,150	12,000	15,000	17,000	12,000
Average Salary	$15,390	16,511	12,549	13,995	14,619	11,827	13,432	13,979	13,979	14,058	14,671	11,699	17,399	20,062	12,423	16,785	18,746	13,020
Total General Schedule	20,121	11,154	8,967	7,279	3,994	3,285	1,087	493	594	6,087	3,442	2,645	105	59	46	12,869	7,187	5,682
Median Salary	$14,000	18,000	12,000	12,000	14,000	11,000	12,000	13,000	11,000	12,000	14,000	11,000	16,500	20,000	12,000	16,000	20,000	12,000
Average Salary	$16,016	18,505	12,546	13,808	15,511	11,739	13,279	14,535	12,237	13,838	15,548	11,612	17,874	21,597	12,519	17,267	20,642	13,013
Median Grade	7	9	5	5	7	4	5	6	5	5	7	4	8	9	6	9	11	5
Average Grade	7	9	6	6	7	5	6	7	5	6	7	5	9	10	6	8	10	6
Total Wage System	11,733	11,212	521	8,482	8,057	425	1,020	895	125	7,446	7,146	300	16	16	0	3,251	3,155	96
Total Reg. Nonsuper.	10,507	10,000	507	7,796	7,382	414	942	822	120	6,841	6,547	294	13	13	0	2,711	2,618	93
Median Salary	$14,000	14,000	13,000	14,000	14,000	13,000	13,000	13,000	13,000	14,000	14,000	13,000	16,000	16,000	-	15,000	15,000	13,000
Average Salary	$13,718	13,775	12,587	13,563	13,621	12,526	13,014	13,072	12,616	13,637	13,688	12,489	14,366	14,366	-	14,163	14,210	12,860
Median Grade	9	9	7	9	9	7	7	7	7	9	9	7	10	10	-	10	10	7
Average Grade	8	8	7	8	8	7	7	7	7	8	8	7	9	9	-	9	9	7
Total Reg. Leader	123	121	2	75	74	1	14	14	0	60	59	1	1	1	0	48	47	1
Median Salary	$15,000	15,000	11,000	15,000	15,000	11,000	13,000	13,000	-	15,000	15,000	11,000	11,000	11,000	-	16,000	16,000	12,000
Average Salary	$14,365	14,413	11,500	13,840	13,878	11,000	13,500	13,500	..	13,966	14,016	11,000	11,000	11,000	-	15,187	15,255	12,000
Median Grade	9	9	2	8	8	2	6	6	-	8	8	2	3	3	-	9	9	5
Average Grade	7	8	4	7	7	2	6	6	-	7	7	2	3	3	-	9	9	5
Total Reg. Super.	1,103	1,091	12	611	601	10	64	59	5	545	540	5	2	2	0	492	490	2
Median Salary	$18,000	18,000	14,000	18,000	18,000	14,000	17,000	18,000	14,000	18,000	18,000	14,000	13,000	13,000	-	19,000	19,000	17,000
Average Salary	$18,477	18,516	14,916	18,029	18,089	14,400	16,875	16,983	15,600	18,174	18,220	13,200	15,500	15,500	-	19,014	19,010	17,500
Median Grade	9	9	2	9	9	1	7	7	4	9	9	1	2	2	-	10	10	6
Average Grade	9	9	4	8	8	3	7	7	4	9	9	1	5	5	-	10	10	8
Total Postal Service	2,126	2,020	106	1,229	1,168	61	189	168	21	1,037	997	40	3	3	0	870	829	41
Median Salary	$16,000	16,000	16,000	16,000	16,000	16,000	16,000	16,000	16,000	16,000	16,000	16,000	16,000	16,000	-	16,000	16,000	16,000
Average Salary	$16,322	16,355	15,608	16,174	16,213	15,426	15,888	15,928	15,571	16,225	16,260	15,350	16,250	16,250	-	16,434	16,468	15,756
Total Other Pay Plans	102	53	49	49	18	31	14	3	11	35	15	20	0	0	0	53	35	18
Median Salary	$ 6,000	17,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	6,000	5,000	-	-	-	14,000	23,000	5,000
Average Salary	$13,617	19,924	6,795	7,897	11,388	5,870	5,500	5,000	5,636	8,857	12,666	6,000	-	-	-	18,905	24,314	8,388

SOURCE: Bureau of Personnel Management, *Status of Federal Civilian Employees by Pay Plan and Grade, Minority Group and Sex (Total Employment)*. Report D--CSC Region by SMSA - San Antonio, Sept. 1978.

1. Note: 29 employees located in special pay plans were not noted in this table.

In the GS pay system, a similar pattern exists. Again, White/Anglo males had higher median and average salaries than the rest of the work force. This was due mainly to the high grade levels they held. In 1977, the median grade for White/Anglo males was at the GS-11 level. In contrast, the median for the entire GS work force was GS-7 and for the minority work force it was only GS-5. For women, the median grade was also GS-5, for minority women the median was even lower being located at the GS-4 level.

These patterns are duplicated in the Wage System. White/Anglo males had a median salary of $15,000 in the Regular Nonsupervisory category. For the entire work force in this category, the median was $14,000. Minorities matched the overall median but were slightly below with respect to average salary levels. As in the GS system, White/Anglos had a higher median grade level than that of the total work force.

In the Postal Service, we have a slightly different pattern. For instance, all groups had a median salary level of $16,000. With respect to average salary levels, White/Anglos exceeded the total work force average of $16,322, and the minority average of $16,174. In general, the differences among the various racial, ethnic and gender groups within the Postal Service appeared to be less than that found in the other pay systems.

Another important factor to take into consideration is the location of the work force among the various Federal agencies in San Antonio. Table 5.34 shows the distribution of that work force in agencies with 20 or more employees for three years: 1975, 1976 and 1977. Table 5.12D in Appendix D gives a more detailed picture of the composition of the work force in each of these agencies.

By far the largest Federal employer in San Antonio is the Department of the Air Force.* In fact, this agency employed over

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*In Chapter VI of this report the work force composition of each of the military installations will be examined.

Table 5.34
Full Time Federal Employment by Race/Ethnicity of Agencies With 20 or More Employees in San Antonio
1975,[1] 1976[2] and 1977[3]

AGENCY	Total			Black			Mexican American			Other			Total Minority			White/Anglo		
	1975	1976	1977	1975	1976	1977	1975	1976	1977	1975	1976	1977	1975	1976	1977	1975	1976	1977
Dept. of Air Force	23,321	24,210	23,940	1,446	1,540	1,525	10,868	11,122	11,059	-	76	83	12,314	12,738	12,667	11,007	11,471	11,273
Dept. of Agriculture	111	114	114	3	3	4	29	31	30	-	1	1	32	35	36	79	79	78
Department of Army	4,644	4,903	4,646	418	401	395	1,481	1,535	1,514	-	20	19	1,899	1,956	1,928	2,745	2,947	2,718
Dept. of Commerce	29	30	29	0	2	2	5	4	4	-	0	0	5	6	6	24	24	23
Civil Service Commission	42	42	38	3	2	3	22	21	23	-	1	0	25	24	26	17	18	12
Department of Justice	245	275	249	2	2	1	50	57	58	-	1	0	52	60	59	193	215	190
Defense Supply Agency	241	212	211	16	14	14	94	84	81	-	4	3	110	102	98	131	110	113
Equal Employment Oppor. Comm.	28	35	34	5	5	5	19	25	24	-	0	0	24	30	29	4	5	5
General Services Administration	55	48	50	2	3	5	16	14	16	-	2	0	18	19	21	37	29	29
Dept. of Health, Edu. & Welfare	184	210	219	13	14	12	97	102	102	-	0	1	110	116	115	74	94	104
Dept. of Housing & Urban Dev.	137	126	135	3	3	3	36	33	39	-	1	1	39	37	43	98	86	92
Dept. of Interior	28	25	32	0	0	0	6	4	7	-	1	1	6	5	8	22	20	24
U.S. Postal Service	2,304	2,197	2,126	217	199	189	1,058	1,033	1,037	-	3	3	1,275	1,235	1,229	1,029	962	897
Small Business Administration	40	43	42	3	4	4	17	16	14	-	0	0	20	20	18	20	23	24
Dept. of Transportation	217	222	215	4	4	3	25	26	29	-	2	3	29	32	35	188	190	180
Dept. of Treasury	254	247	245	4	4	4	58	61	60	-	1	1	62	66	65	192	181	180
Veterans Administration	1,447	1,535	1,672	123	122	142	479	451	497	-	4	7	602	577	646	845	958	1,026
Total - All Agencies	33,327	34,474	33,997	2,262	2,322	2,311	14,360	14,619	14,594	-	117	124	16,622	17,058	17,029	16,705	17,412	16,968

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1. U.S. Civil Service Commission, *Employment of Minroities and Women by Federal Agencies and Geographical Area, Dallas Region*, Equal Employment Opportunity Office, Dallas Region, May, 1977. Table 64, Full Time Employment of Agencies With 20 or More Employees as of November 30, 1975, p. 73.
2. U.S. Civil Service Commission, *Federal Civilian Work Force Statistics for Women and Minorities in the Dallas Region*. Equal Employment Opportunity Office, Dallas Region, March, 1978. Table 68, Full Time Federal Employment of Agencies With 20 or More Employees as of November 1, 1976, pp. 112-113.
3. Bureau of Personnel Management, *Status of Federal Civilian Employees by Pay Plan and Grade, Minority Group and Sex - Date 11/30/77*. Report F-CSC SMSA by Agency - San Antonio. Sept. 1978.

70 percent of the entire Federal work force in the metropolitan area. The second largest employer was the Department of the Army employing over 4,600 civilians in 1977. The next two largest agencies were the Post Office with a work force of 2,126 and the Veteran's Administration with a total employment of 1,672.

All of these agencies, with the exception of the Post Office, increased their work forces since 1975 with a peak employment period occurring in 1976. Moreover, these agencies employed nearly 95 percent of the total Federal force in San Antonio and 97 percent of all minority employees as of 1977. Every agency with the exception of the Defense Supply Agency, the Post Office, and the Small Business Administration increased their minority work force over 1975. In contrast, in 11 out of 17 agencies having 20 or more employees, the number of White/Anglo employees declined. Only in the Department of the Air Force and the Veteran's Administration was there a substantial increase in the number of White/Anglos employed over this three-year period. These two agencies also increased their minority work forces during the same time period.

The largest number of blacks in Federal employment were employed with the Department of the Air Force. The same was also true for other minorities. For example, 66 percent of all black, 76 percent of all Mexican American, and 70 percent of all Asian and Native American Federal employees were working at the various Air Force installations around the city.

Earlier it was noted that there had been a substantial increase in the minority work force since 1975. However, we need to determine the composition of that increase. Table 5.12D in Appendix D describes the changes that have taken place in each of the agencies having 25 or more employees over a two-year period - 1976 and 1977. Overall, there was a substantial decline in the number of males employed by these agencies. Conversely, there was a significant increase overall in the number of females employed in these agencies. Of course, the general pattern varied with the agency. Looking at the total work force there was a decrease of 631 in the number of males employed in these 17 agencies. Over 500, or about 82 percent of that total were White/Anglos. On the other hand, there was an increase of 154 in the number of females working in these agencies. Minorities constituted slightly over half of that increase. (See Table 5.12D)

As of 1977, 9,625 females were employed in these 17 agencies. Of that total, 60.5 percent were White/Anglos, 7.8 percent were blacks, 31.2 percent were Mexican Americans, and 0.5 percent were Asian and Native Americans. Of the 24,372 male employees in these agencies 45.7 percent were White/Anglos, 6.4 percent were blacks, 47.6 percent were Mexican Americans, and 0.3 percent were Asian and Native Americans. (See Table 5.12D)

Table 5.35 below describes the composition of the Federal work force in San Antonio for selected years and compares that composition with the available labor force in the area.

This table shows that despite the changes in the Federal work force composition over the years, parity had not been achieved with regard to minorities and women. Minorities were underrepresented with respect to their proportional distribution whereas, White/Anglos were somewhat overrepresented. In terms of the male/female composition, women continued to be underrepresented when compared to their overall availability in the area's work force.

With regard to their distribution in the various pay systems, we find that minorities and women were consistently in the lower grade and salary levels. Despite increases in their participation in the GS system, minorities were still concentrated in the lower grades. When we look at the other systems - Wage Board and the Postal Field Service - we see similar patterns although the disparities in these systems did not appear to be as great as that found in the GS system. For women, the situation was bad irrespective of the pay system. They earned less than males, and they were concentrated in the lower grade levels.

Table 5.35

Minorities/Women in Federal Employment
A Comparative Analysis 1968 - 1978

	Composition - Federal Work Force					Available
Race/Ethnicity	1968	1971	1973	1975	1978	Labor Force
White/Anglo	55.0	52.3	50.3	49.8	50.0	45.4
Black	6.8	6.9	6.8	5.8	5.8	7.5
Mexican American	38.0	40.6	42.6	43.1	42.9	46.3
Other	0.2	0.3	0.3	0.3	0.3	0.8
Gender						
Male	--	--	--	74.0	71.7	60.9
Female	--	--	--	26.0	28.3	39.1

As is the case with the other governmental entities discussed in this chapter progress had been made, but that progress was slow in coming. Although there were gains made in the employment of minorities and women in San Antonio's Federal work force, parity had not been achieved, nor has equal employment opportunity been realized.

E. Summary

What can we say about the employment of minorities and women with regard to public sector employment in San Antonio? Four basic findings stand out.

> In the area of municipal employment, the data indicates that while the representation of minorities increased since 1968, they were mainly concentrated in the lower paying, less skilled job areas. With respect to women we find that they were not only underrepresented on the city's work force, but as was the case with minorities, they were concentrated in certain jobs and underrepresented in others. Also, since women and minorities were generally employed in the lower paying jobs, their average salary was considerably below the average for the entire municipal work force.
>
> With respect to the County, we find that while there was a decline in the proportional representation of White/Anglos and an increase in the representation of minorities

over the years, minorities were still heavily concentrated in the lower paying, less skilled job areas. If anything, that concentration increased. Moreover, women - especially minority women - employed by the County were mainly concentrated in the office/clerical job area In fact, over 80 percent of all women employed by the County in 1978 were in this job area.

In State employment, we find that while the employment of minorities and women increased since 1968, a disproportionate number of females and minorities were concentrated in the lower paying and less skilled jobs.

In the area of Federal employment we find that while the employment of minorities and women increased in all pay systems, they were still mainly concentrated in the lower grade and salary levels. Moreover, women were underrepresented in Federal employment and for the most part, they earned less than males in Federal service.

Despite the overall increase in the number of minorities and women in public employment from 1968 through 1978, they were consistently located in the lower grade and salary levels. More often than not they occupied the blue collar jobs and few, relatively speaking, were in administrative or managerial positions. This was true for all levels of governments - city, County, State and Federal. Although these disparities may not have been the result of stated policies or conscious acts on the part of public officials, the inescapable conclusion is that equal employment opportunity for minorities and women in the public sector had not been fulfilled.

NOTES TO CHAPTER V

1. Texas Employment Commission, Annual Manpower Planning Report, San Antonio, Texas. First Quarter, 1969. Annual Labor Area Work Force.

2. Texas Employment Commission, San Antonio Labor Market Review . Vol. 34, No. 10, October, 1978.

3. Alamo Area Council of Governments, Bexar County Profile, May, 1978, p. 6.

4. Greater San Antonio Chamber of Commerce, Military Statistics: The Economic Impact on San Antonio 1978. Prepared by the Economic Research Department, Greater San Antonio Chamber of Commerce. January, 1979.

5. San Antonio Transcript, p. 287.

6. City of San Antonio, Affirmative Action Plan for Equal Employment Opportunity of the City of San Antonio, Department of Equal Employment Opportunity. July 1974, p. 1, (hereafter cited as AAP/San Antonio (1974)).

7. Ibid., p. 2.

8. Ibid.

9. Ibid.

10. Ibid., City Ordinance No. 43044. November 21, 1973.

11. Ibid.

12. Ibid., pp. 3-5.

13. Ibid., pp. 13-14.

14. See the Appendices for more details regarding the research design and methodology used in this study. The primary data source for describing the City's work force is the State and Local Government Information/EEO-4 report which is submitted by the city and other governmental entities to the U.S. Equal Employment Opportunity Commission (EEOC) on an annual basis. This report describes the city's work force by race, ethnicity gender, function, job category and salary level. However, prior to 1973, the city was not required to submit this data. In order to establish some idea of what the city's work force was like in 1968 the payroll records were examined. The technique employed to ascertain the composition of the work force was a visual scan of employee names. Spanish surnames were identified and checked against the United States Census List of Official Spanish Surnames. Females were also identified through this technique. Whenever initials were used, no identification was attempted. Also, it was not possible to determine the race of employees on this basis. Therefore, the only racial/ethnic categories used are White/Anglo and Mexican American.

15. *AAP/San Antonio (1976)*, p. 11.

16. Ibid.

17. *AAP/San Antonio* (1978), p. 12.

18. Ibid, p. 13. See Also: *Special Report for the Mayor's Commission on the Status of Women, City Employment Profile*, March 13, 1977.

19. Ibid., p. 11.

20. Interview with Antonio Z. Vasquez, Bexar County Equal Employment Opportunity Office, July, 1979.

21. League of Women Voters, *Local Government Handbook. A Guide to Local Government in the San Antonio Metropolitan Area*. 1977, San Antonio. p. 20.

22. Ibid.

23. Ibid., p. 21.

24. Vasquez Interview, July, 1979.

25. Vasquez interview, July, 1979.

26. Texas League of Women Voters, *Federal Revenue Sharing: The Texas Portion*. A Study prepared for the League of Women Voters of Texas, January, 1975. Pub. No. 300.

27. U.S. Department of Justice, *Press Release* - December 21, 1978.

28. Ibid.

29. Ibid., The eight agencies were the Merit System Council, Department of Health, Department of Human Resources, Employment Commission, Alcoholic Beverage Commission, Highway Department, Parks and Wildlife Department, and the Rehabilitation Commission.

30. U.S. Civil Service Commission, Bureau of Personnel Management Information System, *Federal Civilian Work Force Statistics - Equal Employment Opportunity Statistics*, November, 1976, pp. vii-viii.

31. Ibid.

32. Ibid.

33. Ibid., pp. viii-ix.

CHAPTER VI: San Antonio Military Establishment : An Employment Analysis

This chapter will examine the employment patterns found at each of the five military installations located in the San Antonio metropolitan area - Brooks Air Force Base, Kelly Air Force Base, Lackland Air Force Base, Randolph Air Force Base and Fort Sam Houston. The objective of this analysis, like that in the previous chapters, is to determine the changes in the composition of the work forces employed at these bases from 1968 through 1978.

The various military bases and their associated civilian employment is a factor of critical importance to the area in general, and San Antonio, in particular. The changes in the size of the military establishment since 1940 have constituted the most powerful single factor in the city's economic and population growth patterns over the years. With the current expansion of the city's economic base, the influence of these military installations on employment will become somewhat less, but they will remain an important factor for some time to come.

The importance of these bases is underscored by the fact that they constitute a major source of employment in San Antonio. In 1978, for example, total civilian employment at these military installations in the metropolitan area exceeded 29,000. Of this total, over 17,500 were employed at Kelly Air Force Base alone, making Kelly the largest single source of employment in San Antonio. The civilian payroll derived from these five bases totalled nearly $435 million in 1978 alone. In addition to these 29,000 plus civilian employees, there were over 43,000 military personnel assigned to these bases. Their annual payroll was in excess of $474 million.[1]

The five installations are scattered throughout the metropolitan area. Fort Sam Houston, the city's oldest military post dates back to 1879, when the federal quartermaster depot was transferred from the Alamo. It occupies some 3,000 acres of land in northeast San Antonio. Located at Fort Sam Houston are a number of separate Army commands including the Brooke Army Medical Center, established in 1946.

The large contribution of Fort Sam Houston to the economy of San Antonio is overshadowed by the four Air Force bases which surround the city. Kelly Air Force Base, located in the southwestern part of San Antonio was founded in 1917. In 1943, it was merged with Duncan Field to become the largest aircraft repair and logistics center in the United States. Lackland Air Force Base, adjoining Kelly on the west, is the primary Air Force training and indoctrination center. Randolph Air Force Base, started in 1928 and located northeast of San Antonio, is the headquarters for the Air Force's Air Training Command. Brooks Air Force Base, located in southeast San Antonio is the home of the Air Force's Aerospace Medical Division.

The combined civilian employment at these bases has declined over the years. In 1968, for example, total employment was nearly 34,000. By 1975, it had declined to about 33,000. As of 1978, the total employment at these five bases was 29,037. Kelly Air Force Base in 1978, was by far the largest, with a total employment in excess of 17,000. The smallest base was Brooks, with a civilian work force of only 962.[2]

Not only are these bases major employers, they are also a primary source of employment for minorities and women in San Antonio. For example, at Kelly, minorities comprised nearly 63 percent of the total work force in 1978. Over 3,000 women were employed at this base. Furthermore, 66 percent of all black, 76 percent of all Mexican American, and 70 percent of all Asian and Native American federal employees in San Antonio were working at these five bases.[3]

Although these figures are impressive, they tell us little about how minorities and women are distributed among the various pay systems and grade levels. Where, for example, are most of the minorities and women located within the various grade levels?

How are they distributed among and within the various grades? Have minorities and women been able to advance into higher level jobs? These are some of the questions that need to be answered.

As indicated earlier, the approach we will use in analyzing employment patterns at these bases is to look at each as a separate entity. Certain years have been selected to measure trends. These years are 1968, 1975 and 1978. Employment patterns at each base will be analyzed with respect to grade level distribution within the various pay systems. These systems were previously described in Chapter V in the section dealing with federal employment. Additional information is located in the Appendix. Also, tables describing the distribution of employees within each of the pay systems are located in Appendix E. Reference will be made to them as we analyze the employment patterns at each of the bases.

A. Kelly Air Force Base

Kelly is one of the major employers in San Antonio. A large portion of the area's work force is employed at this base. In a city with a large minority population, the employment practices of a Federal installation of this size takes on added significance. Because of its importance, the Texas Advisory Committee to the U.S. Commission on Civil Rights has carefully monitored employment patterns at this base over the years. The statistics show that the situation with regard to minorities and women employed at Kelly has changed. But what kind of changes have occurred? Were minorities and women better off in 1978 than they were in 1968? Before we can attempt to answer these questions, we need to look at the Commission's involvement in greater detail.

In November, 1967, the Texas Advisory Committee met in closed session in San Antonio to receive information on employment practices and policies at Kelly. Some 40 people, including military and civilian officials from Kelly, Civil Service Commission representatives, community leaders, trade union representatives, and employees provided the Committee with information.[4]

That hearing was a response to numerous complaints and criticisms of Kelly which had come to the Committee attention. Staff investigations at that time revealed widespread dissatisfaction with employment practices at the base on the part of Mexican American leaders and citizens. As a result, the Committee decided to meet in San Antonio to hear the complaints of citizens and the reports of Federal officials.

During its two-day session, the Committee heard numerous statements concerning practices and procedures at Kelly which minority group persons felt were discriminatory. It looked into the areas of promotions, performance evaluation, staffing patterns, equal employment opportunity, and grade level distributions.

After carefully studying the testimony and the results of staff investigations, the Committee came to two basic conclusions. These are cited below.

> The Committee finds, and the statistics in this and their government reports substantiate, that there are broad and glaring inequities in the distribution of supervisory and higher grade positions between Mexican Americans and Negroes and white citizens of non-Mexican background. The continued existence of these inequities, whatever their original source and the current explanations, constitute a major and pressing problem among a large number of Kelly employees, and indeed, among Mexican American leaders in the San Antonio community and throughout Texas.
>
> The Committee also finds that there exists at Kelly AFB and in the San Antonio community, among a significant number of Mexican American citizens and leaders, a lack of confidence in the management and EEO Program at the base. The Mexican American community feels that it does not receive equal treatment, and that the base has failed to remedy this situation despite its protestations, a "credibility gap" exists. This fact takes on greater significance when it is recognized that Kelly AFB is one of the larger employers of Mexican Americans in the nation. 5

In June, 1968, the Advisory Committee released a report dealing with employment practices at Kelly.[6] In that report it was noted that when grade or salary and type of work were considered, there were apparent discrepancies between minority and White/Anglo employees. In the case of both white-collar and blue-collar workers, it was pointed out that minority workers were severely disadvantaged. For example, nearly 69 percent of all Mexican Americans, and 71 percent of all blacks were found to be in grades 1-5. Moreover, the higher the grade the fewer the minority group workers. Above the GS-11 level, it was found that blacks held less than 1 percent of the positions and Mexican Americans only 8 percent. A similar situation existed in blue collar positions.[7]

At the Commission hearings in December, Kelly came under fire. Complaints alleging discrimination were made. It was charged that the bases' promotion activities and the methods used to evaluate personnel were discriminatory. Many of the charges were based on the comparison of the relative representation of Mexican Americans and blacks in the work force at various grade and salary levels in comparison with the total representation in the work force and in the community. Resulting imbalances were cited as evidence of discriminatory practices. These allegations were backed up by numerous witnesses at the hearing.

As a result of activities by the Texas Advisory Committee a special on-site review of Kelly's equal employment opportunity program was conducted by Air Force and Civil Service Commission personnel in August, 1969 - eight months after the Commission hearings.[8] It found that while some progress had been made with respect to minority career progression, that progress had been slow. The team also looked into promotion procedures. They found that promotions followed "roughly the proportion of minority employees in the work force (46.6% Spanish Americans in Kelly AFB work force - 44.0% Spanish American promotion - 6.7% Negroes in Kelly AFB work force - 7.0% Negro population)." The team concluded, however, that there were indications that problems still existed with respect to promotions.[9]

The team made this general overall assessment of Kelly's program in 1969:

> The on-site follow-up visit of the combined Air Force/Civil Service Commission team resulted in a consensus among team members that Kelly AFB officials were vigorously pursuing an affirmative action program. The data that were collected and presented in this report attest to the continuing progress that is being made in all aspects of minority employment. Although specific problems such as the distribution of disciplinary actions exist, there have been assurances that these areas are being identified, and corrective action taken. 10

In May, 1973 - almost four years later - another survey of Kelly's work force was conducted. That survey revealed that minorities at Kelly were still mainly concentrated in the lower grade levels and that beyond the GS-5 level they were not really "in the running." Although minorities constituted 57 percent of the work force at Kelly, their participation in the better paying jobs was found to be very limited. For example, only one out of 25 GS-15's at Kelly was identified as a minority person, only eight - or 11 percent - of 73 GS-14's were minorities. At the GS-13 level, minorities comprised only about 10 percent of the work force.[11]

By 1975, minorities comprised 45 percent of the GS work force, and nearly 75 percent of the wage or blue collar employment. In 1978, these percentages increased to 49 and 77 percent, respectively. But despite these gains, inequities continued to exist.

Table 6.1 provides an overall picture of Kelly's work force for three separate years: 1968, 1975 and 1978. Figures 31 and 32 show the distribution of the work force at Kelly for 1968 and 1978 in both the GS and WB pay system. The table clearly shows

Table 6.1

Distribution of Work Force by Race, Ethnicity, Gender, and Pay System for Selected Years

Kelly Air Force Base

	General Schedule			Wage System		
	1968	1975	1978	1968	1975	1978
Total Employment	10,714	8,458	8,090	13,082	9,717	8,178
Male	6,960	5,740	5,246	12,211	9,260	7,810
Female	3,754	2,718	2,844	871	457	368
White/Anglo	7,019	4,633	4,144	4,025	2,471	1,870
Black	418	425	439	1,155	780	638
Mexican American	3,250	3,375	3,479	7,884	6,455	5,660
Other	27	25	28	18	11	10
Total Minority	3,695	3,825	3,946	9,057	7,246	6,308

Percentage Distribuiton - Vertical

	General Schedule			Wage System		
	1968	1975	1978	1968	1975	1978
Total Employment	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Male	65.0	67.9	64.8	93.3	95.3	95.5
Female	35.0	32.1	35.2	6.7	4.7	4.5
White/Anglo	65.5	54.8	51.2	30.8	25.4	22.9
Black	3.9	5.0	5.4	8.8	8.0	7.8
Mexican American	30.3	39.9	43.0	60.3	66.5	69.2
Other	0.3	0.3	0.4	0.1	0.1	0.0
Total Minority	34.5	45.2	48.8	69.2	74.6	77.1

Other includes Asian and Native Americans.
SOURCE: Tables 6.1E/6.3E Appendix E.

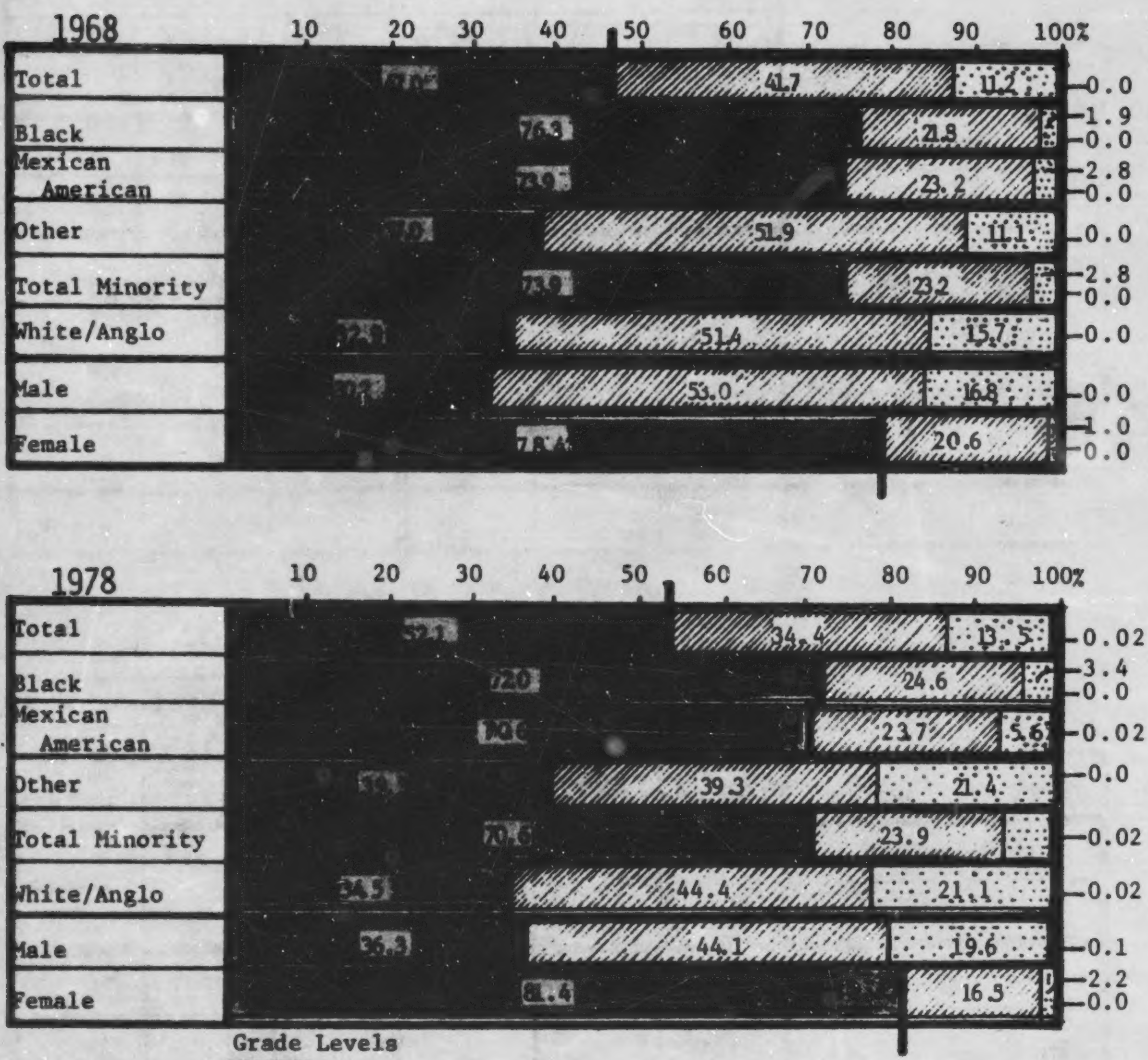


FIGURE 31

Distribution of the GS Workforce by Race, Ethnicity, Gender and Grade Level
1968 and 1978
Percentage Distribution
Kelly Air Force Base

SOURCE: Tables 6.1E(2) and 6.3E(2)-
Appendix E.

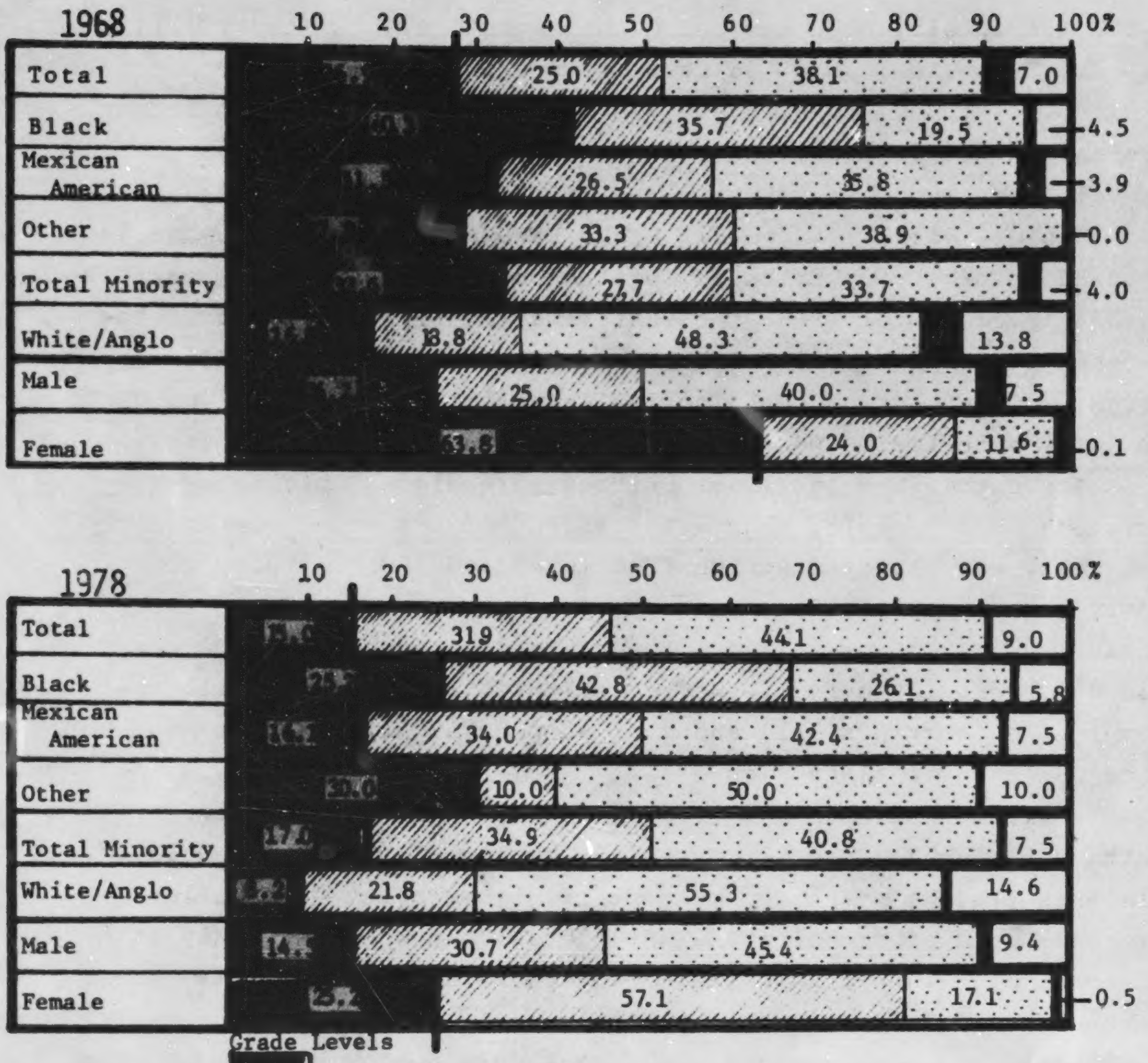


FIGURE 32
Distribution of the WG Workforce by
Race, Ethnicity, Gender and Grade Level -
1968 and 1978
Percentage Distribution
Kelly Air Force Base

SOURCE: Tables 6.1E(2) and 6.3E(2)-
Appendix E

that the minority GS work force increased while the number and proportion of White/Anglo GS employees decreased from 1968 to 1978.

In 1968, nearly 24,000 people were employed at Kelly. Within the GS system, there were 10,714 employees. In the blue collar work force, slightly over 13,000 were employed. Of the 10,714 in the GS system, about 66 percent were White/Anglos, 3.9 percent were blacks, and slightly over 30 percent were Mexican Americans. Asian and Native Americans constituted only 0.3 percent of the total.

Table 6.1E(1) in Appendix E and Figure 31 give a more precise breakdown of the distribution of the work force among the various grade levels as of 1968. At that time, nearly 22 percent of the total GS work force at Kelly was in the GS 1-4 bracket. In contrast, 41 percent of the minority work force, but only 11 percent of all White/Anglos were in this grade range. (See Table 6.1E(2))

Above the GS-9 level, minorities were almost totally excluded. For example, nearly 53 percent of the total work force at Kelly was employed at the GS-9 level and above. However, only 26 percent of the total minority work force was at or above this level. In comparison, 67 percent of all White/Anglos were in this range. In fact, they constituted 81 percent of all the employees in grades 9-11 and over 90 percent of all those above the GS-12 level. (See Figure 31)

A similar pattern was evident in the Wage Grade system. Although minorities constituted 69 percent of all those employed in this system, nearly 33 percent of all minority blue collar workers were at or below the WG-6 level. In contrast, only 14 percent of all White/Anglo employees were at or below this level. Above the WG-7 level, White/Anglos clearly dominated. For example, 67 percent of all White/Anglos were employed at or above this level. Moreover, only 4 percent of all minority employees were classified as supervisors. Nearly 14 percent of all White/Anglos, on the other hand, were listed as such. In contrast only 7 percent of the entire blue-collar work force was classified as supervisory. (See Table 6.1E(2) and Figure 32)

By 1975, minorities constituted slightly over 45 percent of the white-collar work force, and about 75 percent of all blue collar or WG employees. Of the 8,458 employees in the GS system, 4,633, or 54.8 percent were White/Anglos, 425 or 5.0 percent were blacks, 3,375 or 39.9 percent were Mexican Americans, and 25, or 0.3 percent were classified as other minorities.

Tables 6.2E(1) and (2) provide a more detailed picture of the distribution of the work force among and within the various grade levels. As in 1968, a large portion of the minority work force was in the lower grade levels. In fact, nearly 71 percent of all minorities were at or below the GS-8 level. Almost 32 percent were in the GS 1-4 range. In contrast, only about 32 percent of all White/Anglos were at or below the GS-8 level and only 9 percent were in the GS 1-4 range.

Above the GS-9 level we find the opposite. White/Anglos comprised the majority of all those in grades GS-9 and above. While slighly over half of the total work force was in this range, 68 percent of all White/Anglos were at the GS-9 and above level. Only 29 percent of all minorities were in this grade range. (See Table 6.2E(2))

With respect to the blue-collar sector, we find some improvement. Whereas in 1968, about 33 percent of all minorities were employed at or below the WG-6 level, in 1975, only about 13.3 percent were in this range. Moreover, the number and proportion of White/Anglos also decreased somewhat at these levels.

Most WG employees were working in grades 7 through 12. In fact, over 79 percent of the total blue-collar work force at Kelly in 1975 was in that range. In comparison, about 79 percent of all minorities were employed in these grades. The same proportion was true for White/Anglos. However, in the supervisory grades, slightly over 15 percent of all White/Anglos were listed as supervisors. Only 9 percent of the total work force and 7 percent of all minorities were classified as supervisors. (See Table 6.2E(2))

If we look at the distribution within each grade level a number of patterns emerge. For example, in the GS system minorities comprised 75 percent of all those employed in the GS 1-4 range, and 29 percent of those in the GS 9-11 level. However, they occupied only about 12 percent of the positions in the GS 14-15 level. There was also one Mexican American employee in the 16 through 18 grade range. In contrast, only about 25 percent of all White/Anglos were grades 1 through 4. In the 9 to 11 range, White/Anglos constituted 71 percent of the work force and at the 14-15 level, 88 percent of the total. There was also one White/Anglo in the GS 16-18 range.

In the WG system, we find that minorities comprised about 84 percent of all those in the WG 1 to 3 range and nearly 91 percent of all employees in the 4 to 6 range. Minorities comprised most of the workers above the WG-7 levels. However, at the WG-12 and above levels, minorities failed to match their overall proportion of 75 percent. In contrast, although White/Anglos comprised only about 25 percent of the total blue-collar work force, they constituted nearly 46 percent of all those in grades 13-15 and 43 percent of all the supervisors. (See Table 6.2E(2))

In 1978, minorities comprised almost 49 percent of the GS work force, and 77 percent of the blue-collar work force at Kelly. Of the 8,090 employed in the GS system, 4,144, or slightly over 51 percent of the total, were White/Anglos, 439 or 5.4 percent were blacks, and 3,479, or 43.0 percent were Mexican Americans. Asian and Native Americans made up less than 1 percent of the total GS work force. (See Table 6.1)

Slightly over 70 percent of the total minority GS work force at Kelly was employed at or below the GS-8 level but only 34.5 percent of all White/Anglos were located within this range. As in previous years, minorities were still mainly concentrated in the lower grades. For example, in 1968, 41 percent of all minorities in the GS system were in grades 1 through 4. By 1978, 30 percent were in this range. In contrast, only 3 percent of all White/Anglos were in these grades in 1978. Although the overall proportion of minorities in these lower grades decreased, nearly 30 percent were still employed in these grades as of 1978. (See Figure 31)

When we look at the grade distribution at the GS-9 and above level, only about 29 percent of the total minority work force was employed in these levels. However, nearly 66 percent of all White/Anglos were at or above the GS-9 level. (Table 6.3E(2))

Within the blue collar or WG system about 17 percent of all minorities were in grades 1 through 6, however, only about 8 percent of all White/Anglos were located in these grades. On the other hand, 54 percent of all White/Anglos were in grades 10-12. For minorities, only slightly over 40 percent were in this range. At the supervisory levels, nearly 15 percent of all White/Anglos were classified as such, only about 7 percent of all minorities were listed as supervisors. This compares with 9 percent for the total work force in this system. (See Figure 32)

The disparities become more evident when we look at the horizontal distribution within grades. For example, nearly 70 percent of all those in GS grades 1-4 were minorities. However, at the GS 9-11 level, only about 34 percent were minorities. As we go higher up the grade ladder, the proportion of minorities decreases at a faster rate than that for White/Anglos. In the 12-13 and 14-15 ranges, minorities comprised only 20 and 17 percent, respectively, of all employees in these grades. (See Table 6.3E(2))

In the blue-collar system, we find that while minorities constitute most of the workers at each grade level, they failed to match their overall proportion of 77.1 percent in the higher grades. For example, minorities constituted 63 percent of the total work force in grades 13-15. Yet, they comprised 77 percent of the total work force in this system. On the other hand, White/Anglos comprised only about 23 percent of all blue-collar workers. However, they made up 37 percent of all those in grades 13 to 15, and 37 percent of all the supervisors. (See Table 6.3E(2))

With respect to female employees, we find that their employment remained fairly stable within the GS system, but declined in the blue-collar system. Moreover, most were concentrated in the lower grade levels. For example, in 1968, 67.2 percent of all White/Anglo female GS employees at Kelly were at or below the GS-8 level. For minority women, the figure was 93.5 percent.

In 1978, 68 percent of all White/Anglo, and about 92 percent of all minority women employed in the GS system were located at or below the GS-8 level. Over half of all minority women, and nearly one-third of all White/Anglos, were in the GS 1-4 level. In contrast, only 21.2 percent of the total work force was in these grades.

In the blue collar system, the number and proportion of female employees has declined over the years. Within the various grade levels, we see some upward movement over the years but their overall participation in the higher grades remained small. For example, in 1978, although 40.2 percent of the total minority work force was in grades 10-12, only about 17.5 percent of all minority women were in these grades. In 1968, only about 9 percent of all minority females were in this range. However, there was an overall proportional decrease among White/Anglos at the higher levels since 1968.

Were minorities and women better off in 1978 than in 1968? Although they constituted a larger proportion of the work forces, both in the GS and in the blue-collar systems, they were still concentrated in the lower grade levels. This was true for the GS system, less so for the WG system. As in 1968, there appeared to be broad inequities in the distribution of supervisory and higher grade positions among minorities and White/Anglos. The inequities were even more severe when we look at the distribution of female employees, especially in the GS system. Indeed, the pattern found in 1978 appeared to have changed little over that found in 1968 despite the fact that the proportion of minorities at Kelly has increased significantly over this period of time.

B. Brooks Air Force Base

Table 6.2 describes the overall employment at Brooks for three years - 1968, 1975 and 1978, by pay system, race, ethnicity and gender. Figures 33 and 34 show the distribution of the work force in both the GS and WG pay systems for 1968 and 1978. The one obvious pattern that emerges from these data is that the number and proportion of White/Anglos in both systems has declined since 1968. Conversely, the minority work force has increased.

In 1968, a total of 919 civilian employees were working at this base. Slightly over 79 percent were employed in the GS system and the rest were in WG system. Of the 729 GS employees, 596, or 81.8 percent, were White/Anglos, 16, or 2.2 percent were blacks, 115, or 15.8 percent were Mexican Americans, and only 2, 0.2 percent, were classified as Asian/Native Americans. In the blue-collar system, minorities comprised nearly 48 percent of all those employed in this system.

Table 6.4E in Appendix E gives a more precise breakout of the racial/ethnic distribution among the various grade levels. No data describing the gender composition of the work force for 1968 was available.

With respect to the GS system, we find that 29 percent of the total work force was concentrated in GS grades 1-4. In comparison, 44.4 percent of all minorities, but only 25.7 percent of all White/Anglos were at this level. Slightly over 46

Table 6.2

Distribution of Work Force by Race, Ethnicity, Gender, and Pay System for Selected Years

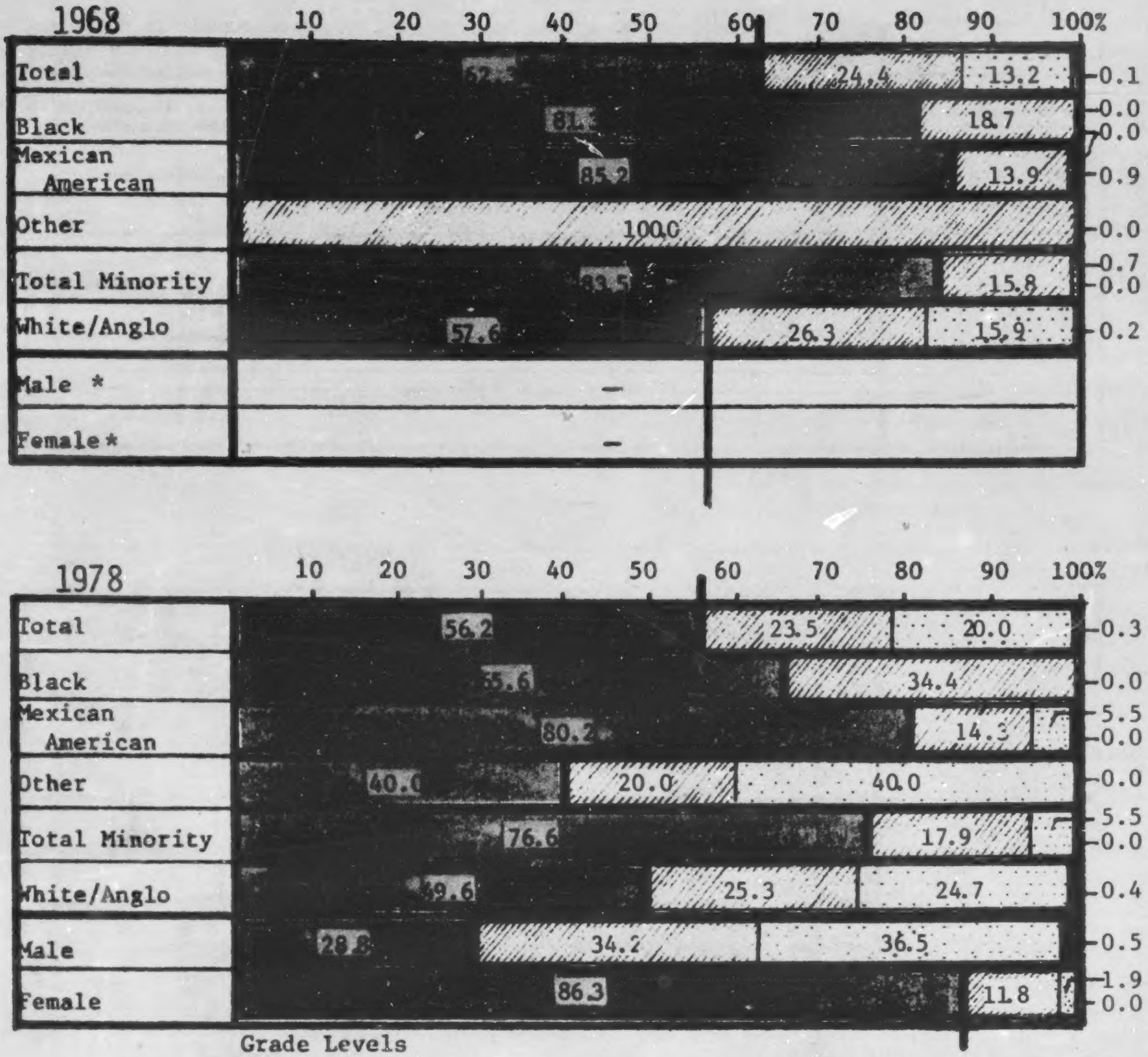
Brooks Air Force Base

	General Schedule			Wage System		
	1968	1975	1978	1968	1975	1978
Total Employment	729	666	750	190	184	170
Male	—	344	392	—	184	169
Female	—	322	358	—	0	1
White/Anglo	596	521	566	99	91	73
Black	16	21	32	18	19	17
Mexican American	115	118	147	73	74	80
Other	2	6	5	0	0	0
Total Minority	133	145	184	91	93	97

Percentage Distribuiton - Vertical

	General Schedule			Wage System		
	1968	1975	1978	1968	1975	1978
Total Employment	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Male	--	51.7	52.3	--	100.0	99.4
Female	--	48.3	47.7	--	0.0	0.6
White/Anglo	81.8	78.2	75.5	52.1	49.5	42.9
Black	2.2	3.2	4.3	9.5	10.3	10.0
Mexican American	15.8	17.7	19.6	38.4	40.2	47.1
Other	0.2	0.9	0.6	0.0	0.0	0.0
Total Minority	18.2	21.8	24.5	47.9	50.5	57.1

Other includes Asian and Native Americans. (--) No data available.
SOURCE: Tables 6.4E/6.6E in Appendix E.



Grade Levels

- ▩ 1-8
- ▨ 9-11
- ░ 12-15
- ■ 16-18

FIGURE 33

Distribution of the GS Workforce by Race, Ethnicity, Gender and Grade Level
1968 and 1978
Percentage Distribution
Brooks Air Force Base

*No data.
SOURCE: Tables 6.4E(2) and 6.6E(2)-
Appendix E.

WG/Salary Distribution

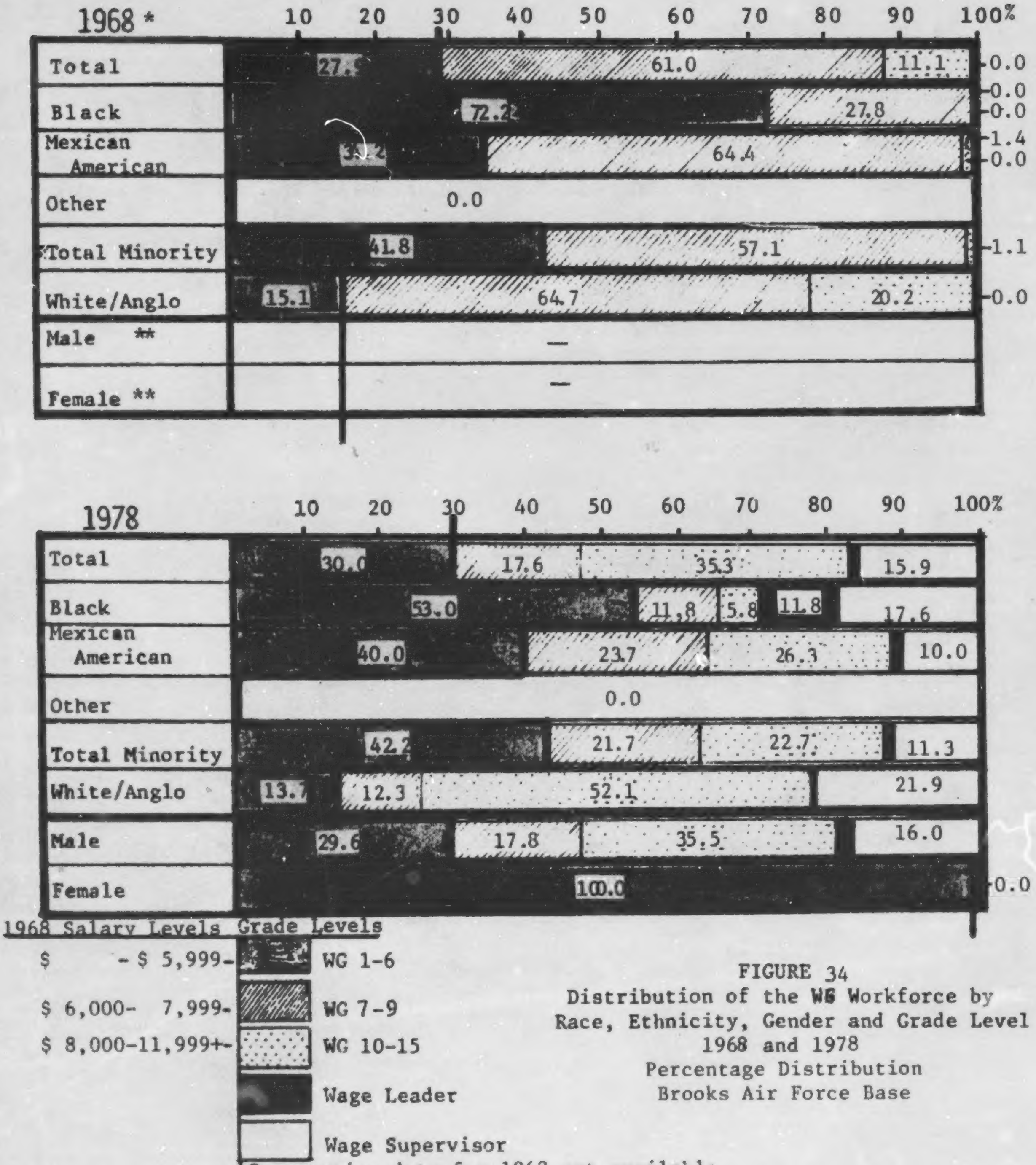


FIGURE 34
Distribution of the WG Workforce by
Race, Ethnicity, Gender and Grade Level -
1968 and 1978
Percentage Distribution
Brooks Air Force Base

*Comparative data for 1968 not available.
**No data.
SOURCE: Tables 6.4E(2) and 6.6E(2) - Appendix E.

percent of all Mexican American employees were at this level. As we move up the various grades, White/Anglos begin to constitute most of the employees. For example, in the GS-5 to 8 level, White/Anglos made up 78.5 percent of all the employees. In the GS 9-11 range, they comprised 88 percent of the work force and above the GS-12 level, they made up the total work force. (See Table 6.4E(2) **and Figure** 33))

In the blue-collar system, there was a total of 190 WG employees. Sixty-one percent were employed in the $6,000 to $7,999 salary range. Minorities closely matched this proportion and White/Anglos exceeded it. For example, 57 percent of all minorities were in this range, while nearly 65 percent of all White/Anglos were earning this salary. In the higher salary levels, slightly over 20 percent of White/Anglos were at or above the $8,000 level. In contrast, only 1 percent of all minorities were at this level. (See Figure 34)

As Figure 34 shows, White/Anglos completely dominated the higher salary levels. Only at the $4,500 level did minorities constitute the majority. In fact, they made up nearly 73 percent of all the workers at this level.

In 1975, the work force at Brooks declined to 850. Of the 666 GS employees, White/Anglos constituted slightly over 78 percent of the work force and minorities made up about 22 percent. Blacks comprised 3.2 percent of the total, while Mexican Americans made up nearly 18 percent. Asian and Native Americans constituted about 1 percent of the total.

Slightly over 30 percent of all minorities were in GS grades 1 through 4. In contrast, 20 percent of the total work force and about 18 percent of all White/Anglos were in this range. However, 95 percent of the minority work force was employed at or below the GS-11 level. All of the minority women were below this level. In comparison, about 79 percent of all White/Anglos were at or below the GS-11 level. Most minorities were employed below the GS-8 level.

In the blue-collar pay system, minorities comprised slightly over half of the work force, but 36.5 percent were in WG grades 1-6. In contrast, only 15.4 percent of all White/ Anglos were in these grades. Nearly 27 percent of all minorities were employed in grades 7 to 9, and slightly over 19 percent were in grades 10 to 12. White/Anglos, on the other hand, were mainly concentrated in the 10 to 12 level. At the supervisory level, nearly 18 percent of all White/Anglos were classified as such, but only about 11 percent of all minorities, and 14 percent of the total work force was listed as supervisory.

If we look at the horizontal distribution of the work force within the various grades, we find White/Anglos dominated all the grade levels in the GS system. However, they exceeded their overall proportion of 78.2 percent only at the GS 9 to 11 grade level. In the blue-collar work force, minorities comprised most of the workers in the lower three levels. Above the WG-10 level, White/Anglos constituted most of the work force.

By 1978, minorities made up nearly one-fourth of the total GS work force, and over half of all the blue-collar workers. However, nearly 67 percent of all minority GS employees and over 91 percent of all minority women were at or below the GS-8 level. In comparison, about 50 percent of all White/Anglos and 85 percent of all White/Anglo women were in these grade levels. As might be expected, White/Anglos comprised most of the work force at and above the GS-9 level. (See Figure 33)

In the blue-collar wage grade system, most minorities were located at the WG 4-6 level. In contrast, most of the White/ Anglos were at the WG 10-12 level. In fact, over half of all White/ Anglo blue-collar employees were employed above the WG-10 level. They constituted nearly 62 percent of all employees in grades 10 to 12, and 80 percent of those in grades 13-15. At the supervisory level, White/Anglos made up over 59 percent of all employees. In comparison, they constituted only 43 percent of the total work force in this system. (See Figure 34)

Female employees were mainly concentrated in the lower grade levels. For example, in 1978, over 86 percent of all female GS employees were at or below the GS-8 level. Almost all of the minority women were in this range, while 85 percent of all White/Anglos were at the GS-8 level or below. Out of a total work force of 152 GS employees at the GS-12 level and above, only seven were women - all White/Anglo. Of the 176 employees in the GS-9 to 11 range, only 42 were women.

In looking over the employment patterns at Brooks, the inescapable conclusion is that minorities and women - especially minority women - were concentrated at the lowest grade levels. Even though the proportion of minorities in both the GS and WG systems had increased from 1968 to 1978, the general pattern of concentration persisted.

C. Lackland Air Force Base

In 1968, 2,742 civilian employees were working at Lackland Air Force Base. Of this total, 1,696, or about 62 percent, were employed in the GS system and 1,046, or 38 percent, were in the WG system. By 1978, the GS work force had increased, but the blue-collar work force had declined considerably.

Table 6.3 describes the overall distribution of the work force by pay system, race/ethnicity and gender. Figures 35 and 36 graphically show the distribution of the work force in both the GS and WG systems for 1968 and 1978. Referring to Table 6.3, the data shows that the overall proportion of minorities in the GS work force increased from 29 percent in 1968 to 34 percent in 1978. The proportion of minorities also increased in the blue-collar work force even though there was an overall decline in employment.

Table 6.3

Distribution of Work Force by Race, Ethnicity, Gender, and Pay System for Selected Years

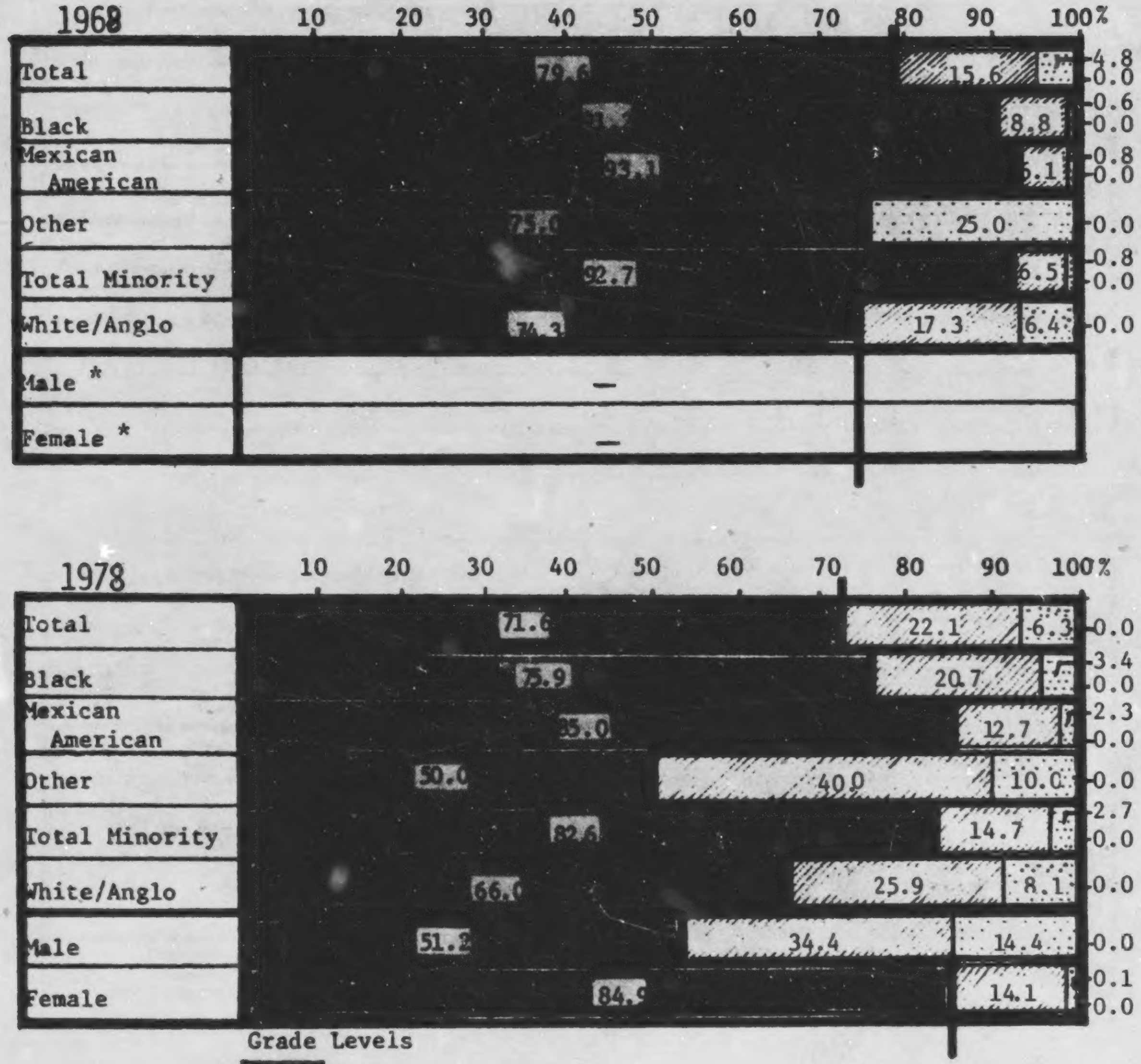
Lackland Air Force Base

	General Schedule			Wage System		
	1968	1975	1978	1968	1975	1978
Total Employment	1,696	--	1,781	1,046	--	696
Male	--	--	701	--	--	632
Female	--	--	1,080	--	--	64
White/Anglo	1,205	--	1,176	361	--	221
Black	91	--	116	178	--	72
Mexican American	396	--	479	504	--	401
Other	4	--	10	3	--	2
Total Minority	491	--	605	685	--	475

Percentage Distribuiton - Vertical

	General Schedule			Wage System		
	1968	1975	1978	1968	1975	1978
Total Employment	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Male	--	--	39.4	--	--	90.8
Female	--	--	60.6	--	--	9.2
White/Anglo	71.0	--	66.0	34.5	--	31.8
Black	5.4	--	6.5	17.0	--	10.3
Mexican American	23.4	--	26.9	48.2	--	57.6
Other	0.2	--	0.6	0.3	--	0.3
Total Minority	29.0	--	34.0	65.5	--	68.2

Other includes Asian and Native Americans. (--) No date available.
SOURCE: Tables 6.7E and 6.8E in Appendix E.



Grade Levels

- ▩ 1-8
- ▨ 9-11
- ░ 12-15
- ■ 16-18

FIGURE 35

Distribution of the GS Workforce by Race, Ethnicity, Gender and Grade Level 1968 and 1978
Percentage Distribution
Lackland Air Force Base

*No data.
SOURCE: Tables 6.7E(2) and 6.8E(2) - Appendix E.

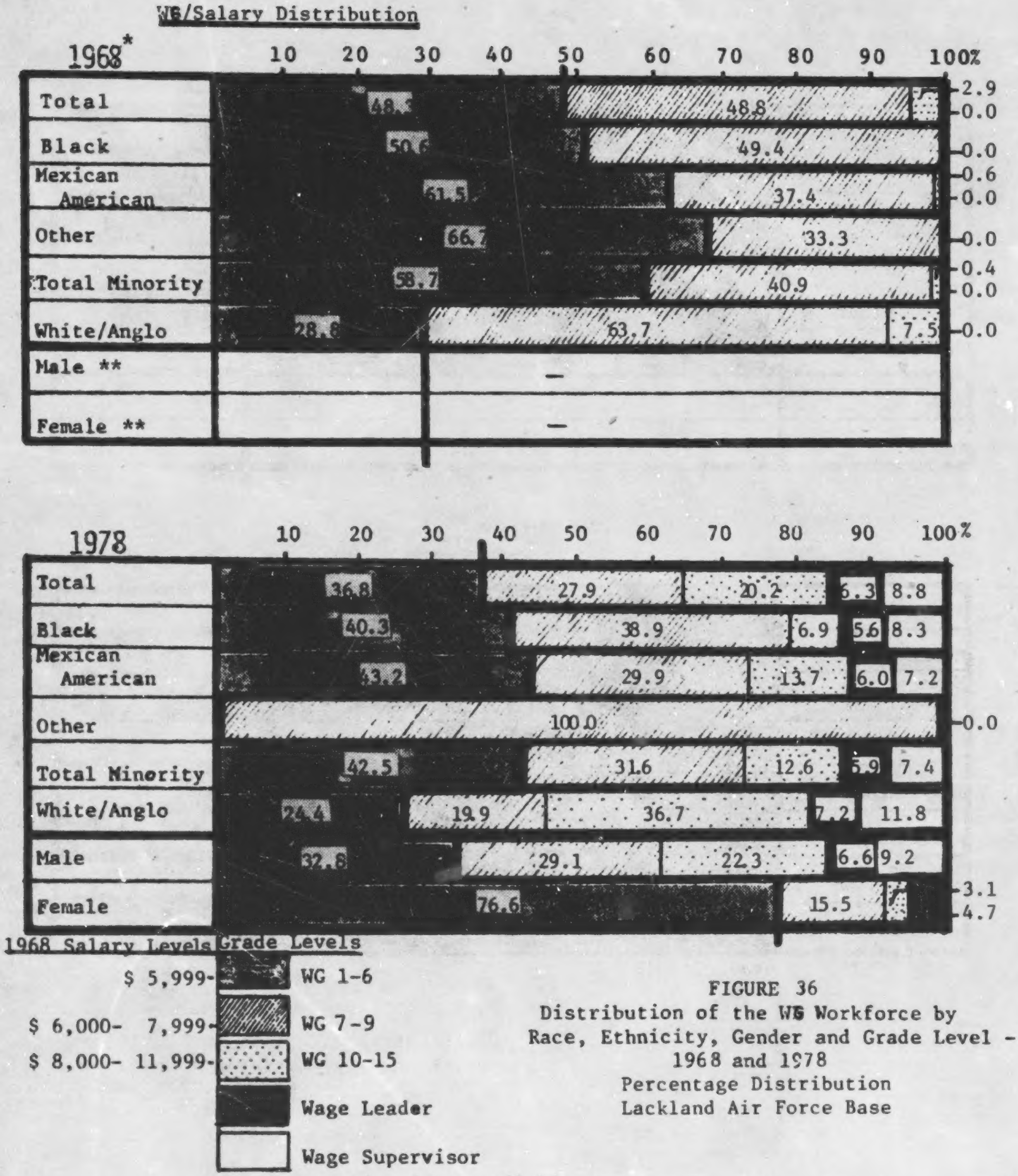


FIGURE 36
Distribution of the WG Workforce by
Race, Ethnicity, Gender and Grade Level -
1968 and 1978
Percentage Distribution
Lackland Air Force Base

*No comparative data available.
**No data.
SOURCE: Tables 6.7E(2) and 6.8E(2) - Appendix E.

In 1968, White/Anglos comprised about 71 percent of the GS work force. Minorities, on the other hand, constituted 29 percent of the employment in this system. Blacks made up 5.4 percent and Mexican Americans 23.4 percent of the total. Asian and Native Americans together comprised less than 1 percent of the work force.

Table 6.7E(2) and Figures 35 and 36 describe the overall distribution of both the GS and WG work forces by race, ethnicity, gender and grade level. Both clearly show the extent of the minority concentration at the lowest grades. For example, slightly over 69 percent of the total minority work force was employed in grades GS 1 through 4. In comparison, 41 percent of all White/Anglos and 49 percent of the total work force were in these grades in 1968.

In the WG system, the work force was not quite so concentrated. For instance, about 28 percent of all minorities were in the $3,000 to $4,499 salary range, 32 percent were in the $4,500 to $5,999 range, and about 41 percent were in the $6,000 to $7,999 range. The largest proportion of White/Anglos, 63.7 percent, were in the $6,000 to $7,999 range. (See Figure 36)

If we look at the distribution of the work force within each of the grades we find that minorities exceeded their overall proportion only at the lowest GS and WG grades and salary levels. For example, minorities comprised 28.9 percent of the entire GS work force in 1968, yet made up 40.6 percent of all those in GS grades 1 through 4. A similar pattern was evident in the WG system.

By 1978, the GS work force at Lackland increased to 1,781. White/Anglos comprised 66 percent of the GS work force and minorities made up 34 percent. The number and proportion of blacks, Mexican Americans, Asian and Native Americans increased slightly.

In the blue-collar work force, a substantial decrease in the total work force occurred over the ten-year period. Although there was a decline in all of the racial/ethnic groups, the proportion of Mexican Americans in the work force increased. Moreover, the overall proportion of minorities in the WG work force increased from 65.5 percent in 1968 to slightly over 68 percent in 1978.

Despite this increase, there was still a severe concentration of minorities at the lower grade levels. For example, nearly 45 percent of the total minority work force was located in grades GS 1 through 4. In contrast, about 34 percent of all GS employees and approximately 29 percent of all White/Anglos were in this range. However, at the GS-9 level and above, the number and proportion of minorities declined considerably. For instance, only 17.4 percent of all minorities were employed at or above the GS-9 level. In contrast, 34 percent of all White/Anglos were at or above this grade. (See Table 6.8E(2) and Figure 35)

In the blue-collar work force, nearly 43 percent of all minorities were at or below grade level 6. Only about 24 percent of all White/Anglos were at or below this level. At the higher levels, White/Anglos comprised most of the work force. Moreover, they constituted nearly 12 percent of all the supervisors. In comparison, only about 9 percent of the total work force and 7.4 percent of the minority work force were classified as supervisors. Blacks exceeded the overall minority proportion while Mexican Americans were slightly under it. (See Figure 36)

For women, a pattern of concentration at the lowest grades was evident. In 1978, nearly 56 percent of all minority women 41 percent of all White/Anglos, and 46 percent of the total female GS work force were located in the GS-1 through 4 grade levels. The same pattern appeared to hold for the blue-collar work force. Over half of all female minority blue-collar workers were in WG grades 1 through 3. For White/Anglos, there was a more dispersed pattern. Twenty-seven percent were in WG grades 1 through 3, and 36 percent were in grades 4 through 6. However, there were only 11 White/Anglo women employed in this category. (See Figures 35 and 36)

To sum up, we find that minorities were mainly located in the very low grade levels at Lackland. This pattern seems to have persisted over the years although some upward movement in both the GS and WG systems was evident. In any case, White/Anglos held the majority of all the upper level jobs in both systems despite their overall decline since 1968.

D. Randolph Air Force Base

Table 6.4 describes the overall pattern of employment at Randolph Air Force Base from 1968 to 1978. Figures 37 and 38 show the distribution of work force by grade in each of the pay systems in 1968 and 1978. As Table 6.4 illustrates, there was a decline in both the GS and WG systems. There was also a decrease in the White/Anglo work force during that period of time with an attendant increase in the minority work force. In the blue-collar system there was general decline in the work force among all the groups. However, the proportion of White/Anglos in this system increased from 44.6 percent in 1968 to 47.6 percent in 1978.

In 1968, 2,079 were employed in the GS system at Randolph. Of that number, 1,833, or 88.2 percent, were White/Anglos, 62 or 3.0 percent were blacks, 117 or 8.5 percent were Mexcian Americans, and only 7 or 0.3 percent were classified as Asian and Native Americans. In the blue-collar WG system, there was a total of 869. White/Anglos comprised 46.1 percent of the work force and minorities 55.4 percent.

With respect to the GS system, slightly over 51 percent of all minorities were in grades GS 1 through 4. This contrasted with about 31 percent for the entire work force, and approximately 28 percent for White/Anglos. Over half of all black GS employees, and almost 50 percent of all Mexican

Table 6.4

Distribution of Work Force by Race, Ethnicity, Gender, and Pay System for Selected Years

Randolph Air Force Base

	General Schedule			Wage System		
	1968	1975	1978	1968	1975	1978
Total Employment	2,079	1,846	1,839	869	564	441
Male	--	824	848	--	556	441
Female	--	1,022	991	--	8	0
White/Anglo	1,833	1,528	1,478	388	260	210
Black	62	68	120	112	50	40
Mexican American	177	239	229	368	253	191
Other	7	11	12	1	1	0
Total Minority	246	318	361	481	304	231

Percentage Distribuiton - Vertical

	General Schedule			Wage System		
	1968	1975	1978	1968	1975	1978
Total Employment	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Male	--	44.6	46.1	--	98.6	100.0
Female	--	55.4	53.9	--	1.4	0.0
White/Anglo	88.2	82.8	80.4	44.6	46.1	47.6
Black	3.0	3.7	6.5	12.9	8.9	9.1
Mexican American	8.5	12.9	12.5	42.4	44.8	43.3
Other	0.3	0.6	0.0	0.1	0.2	0.0
Total Minority	11.8	17.2	19.6	55.4	53.9	52.4

Other includes Asian and Native Americans. (-) No data available.
SOURCE: Table 6.9E/6.11E in Appendix E.

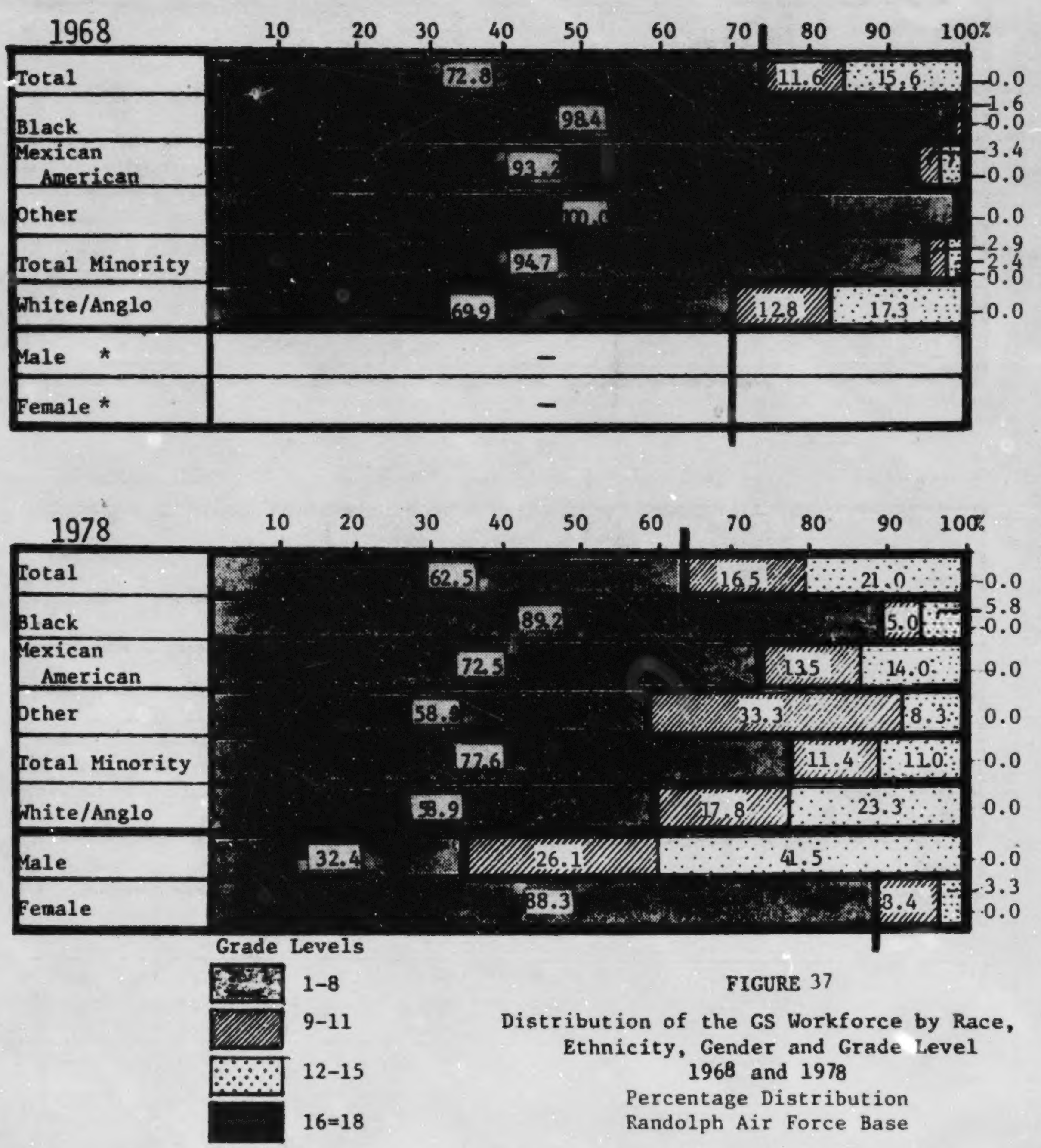


FIGURE 37

Distribution of the GS Workforce by Race, Ethnicity, Gender and Grade Level 1968 and 1978
Percentage Distribution
Randolph Air Force Base

*No data.
SOURCE: Tables 6.9E(2) and 6.11E(2) - Appendix E.

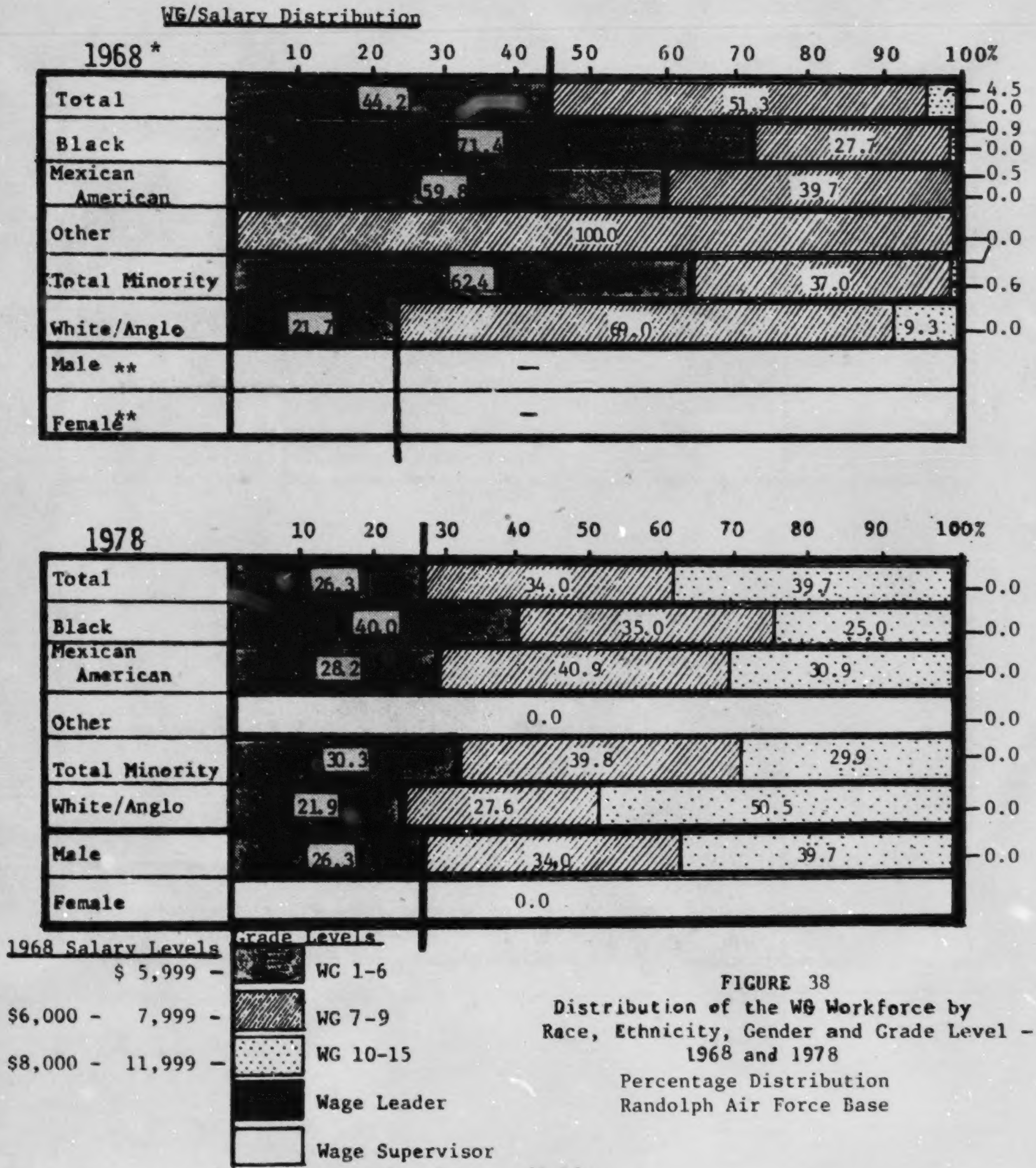


FIGURE 38
Distribution of the WG Workforce by Race, Ethnicity, Gender and Grade Level - 1968 and 1978
Percentage Distribution
Randolph Air Force Base

*No comparative data available.
**No data.
SOURCE: Tables 6.9E(2) and 6.11E(2) - Appendix E.

Americans employed in this system at Randolph were in this grade range. The degree of concentration was further emphasized by the fact that nearly 95 percent of all minorities were at or below the GS 8 level. In comparison, 70 percent of all White/Anglos and about 73 percent of the total work force was in this range. (See Table 6.9E(2) and Figure 37)

In the WG system, a total of 869 employees were working at Randolph. As indicated above, White/Anglos comprised 44.6 percent of that work force, while minorities constituted 55.4 percent. However, 69 percent of the White/Anglo work force was located in the $6,000 to $7,999 salary range. Moreover, slightly over 78 percent of that work force was at or above the $6,000 level. In comparison, 56 percent of the total blue-collar work force, and about 38 percent of all minorities were in these salary levels. (See Table 6.9E(2)) As in the GS system, White/Anglos comprised most of the work force in the higher grade and salary levels. (See Figure 38)

White/Anglos held most of the jobs in all of the GS grade levels. Of course, minorities constituted only a small portion of the work force at Randolph in 1968 - about 12 percent. In the blue collar system, minorities constituted most of those working in the lower salary levels. In fact, they comprised nearly 75 percent of all those in $4,500 to $5,999 range. Above that level, White/Anglos constituted 60 percent of all those in the $6,000 to $7,999 range, and 92 percent of all employees in the $8,000 plus range. As a point of comparison, they comprised only about 45 percent of the total work force in this system.

By 1975, the total GS work froce had declined to 1,846. During the seven-year period from 1968 to 1975 there was an absolute decrease in the number of White/Anglos in the system. However, the number and proportion of minorities increased only slightly. In 1975, minorities constituted slightly over 17 percent of the GS work force at Randolph.

Table 6.10E(2) shows the distribution of that work force by grade level. As in 1968, minorities were heavily concentrated in the lowest GS grades. For example, nearly 46 percent of all minorities, but only 29 percent of all White/Anglos and 32 percent of the total work force were in these grades. When we look at the individual minority groups, we find that nearly 53 percent of all blacks, and 56 percent of all black females, were at this level. Mexican Americans as a group did slightly better, but nearly 65 percent of all Mexican American women were in these grades.

As we go up the grade levels the number and proportion of minorities and women decreased at a faster rate than White/Anglos. Slightly over 34 percent of all White/Anglos were at or above the GS-9 level. Only about 15 percent of the minority work force, 31 percent of the total work force, and only 8 percent of all female GS employees were in this range. (See Table 6.10E(2)) The concentration for female GS employees was especially severe since they made up 55 percent of the total GS work force at Randolph in 1975.

In the blue-collar work force, minorities comprised nearly 54 percent of the total. Mexican Americans and blacks made up 44.9 and 8.9 percent of this work force, respectively. There were only eight women employed in this system at Randolph in 1975, six were White/Anglos.

Most of the White/Anglo blue-collar work force was at or above the WG-10 level. Forty-three percent were in the WG 10-12 range and another 26 percent were in the supervisory category. For minorities, slightly over 68 percent were at or below the WG-9 level. Half of all black employees, and 32 percent of all Mexican Americans were at or below the WG-6 level. Only 10 percent of the White/Anglo work force was in this range.

As indicated above, nearly 26 percent of all White/Anglos were classified as supervisors. However, only nine percent of all minorities, and about 17 percent of the total blue-collar work force were in this classification. Table 6.10E(2) shows the extent of this distribution. Although minorities comprised nearly 54 percent of the blue collar work force, they constituted only 29 percent of all the supervisors. White/Anglos, on the other hand, occupied over 71 percent of all the positions at this level, even though they made up only 46 percent of the work force in this system. This table also shows the concentration of White/Anglos in the higher grades.

With respect to the GS system, the data show that White/Anglos constituted the majority at each GS level. It also confirms the concentration factor noted earlier. For example, although minorities comprised 17 percent of the GS work force, they made up nearly 25 percent of all those employed in grades GS 1 through 4.

In 1978, the GS work force at Randolph totalled 1,839. Of this number, 1,478, or 80.4 percent, were White/Anglos, 120, or 6.5 percent, were blacks, 229, or 12.5 percent, were Mexican Americans, and 12 or less than 1 percent were Asian and Native American. The total number and proportion of women in this system declined slightly from 55.4 percent in 1975 to about 54 percent in 1978. (Table 6.4)

Of the 1,839 GS employees at Randolph, 521, or slightly over 28 percent, were in grades GS 1 through 4. However, nearly 44 percent of all minorities but only about 25 percent of all White/Anglos were at this level. About 58 percent of all blacks, and almost 38 percent of all Mexican American GS employees were in these grades. As in previous years, we find a heavy concentration of minorities and women at the lower grade levels. For example, nearly 78 percent of all minorities, and 90 percent of all minority women were at or below the GS-8 level. This contrasts with 58.9 percent for White/Anglos. However, about 88 percent of all White/Anglo female GS employees were at or below the GS -8 level. (See Table 6.11E(2)) As in previous years, White/Anglos constituted the majority of those in the upper grade levels. (See Figure 37)

In the blue-collar system, there appeared to have been some dispersion of minorities within the various grade levels. For instance, 27 percent were located in WG grades 4-6, nearly 40 percent were in grades WG 7-9, and about 30 percent were in grades WG 10-12. Only at this level did White/Anglos exceed the minority work force. Moreover, nearly 3 percent of all White/Anglos were in the highest WG levels, whereas only 1.4 percent of the total work force was located within this grade range. There were no minorities located in WG 13-15 range. (See Table 6.11E(2))

Figures 37 and 38 describe the distribution of the work force within the various GS and WG grade levels. As indicated previously, White/Anglos exceeded the proportion of minorities within each of the GS grades. In the WG system, minorities generally exceeded White/Anglos in the lower grades. The exception to this finding is at the WG 1-3 level where White/Anglos comprised 53 percent of the work force. However, there were only 17 employees at this level. The largest number - 169 - were at the WG 10-12 level. (See Figure 38)

Women comprised a slight majority of the total work force. But throughout the years, they were mainly located in the lowest grades. For example, in 1975, nearly 46 percent of the total female work force was employed in grades 1 through 4. Nearly 93 percent were employed at or below the GS-8 level. In 1978, over 88 percent of all female GS employees were at or below the GS-8 level. For minority women, the proportion was 90 percent. In contrast, about 63 percent of the total GS work force at Randolph was in this range. (See Table 6.11E(2))

There was a slight increase in the number of minorities employed in the GS system at Randolph since 1968.

There was also some movement of these employees into the higher grade levels. The same was true for women in this system. However, female GS employees tended to be more concentrated in the lowest grade levels. Moreover, this seemed to be a long-term pattern.

The employment situation in the WG system appeared to be somewhat better. Minorities were able to move up, although White/Anglos occupied most of the higher level and supervisory jobs. Overall, the pace for minorities was slow.

E. Fort Sam Houston

Table 6.5 describes the overall employment patterns at Fort Sam Houston for 1968, 1975 and 1978. Figures 39 and 40 show the distribution of the work force at this base for both pay systems in 1968 and 1978. As Table 6.5 indicates, there was a substantial decline in total civilian employment at this base in both systems over the years. Despite this decrease, the proportion of minorities in both the GS and blue-collar systems increased. For example, in the GS system, the percentage of minorities increased from 25.0 percent in 1968 to 36.7 percent in 1978. In the WG system, their proportion increased from 65.9 percent to 68.9 percent over the ten years.

In 1968, total civilian employment at Fort Sam Houston was 3,504. Of this, 2,324, or 66 percent were in the GS system, and 1,180, or 34 percent, were employed in the WG system. Within the GS system, White/Anglos constituted 1,742, or 75.0 percent of the total work force, and minorities comprised 25.0 percent. Of this total, blacks made up 2.4 percent and Mexican Americans 22.6 percent.

Nearly 56 percent of all minorities in the GS system were situated in GS grades 1 through 4. In contrast, 41 percent of all White/Anglos and about 45 percent of the total GS work force were in this range. Above the GS-9 level there were only 96 minority employees out of a total of 599. Moreover, only 16.5 percent of the entire minority work force in this system was at

Table 6.5

Distribution of Work Force by Race, Ethnicity, Gender, and Pay System for Selected Years

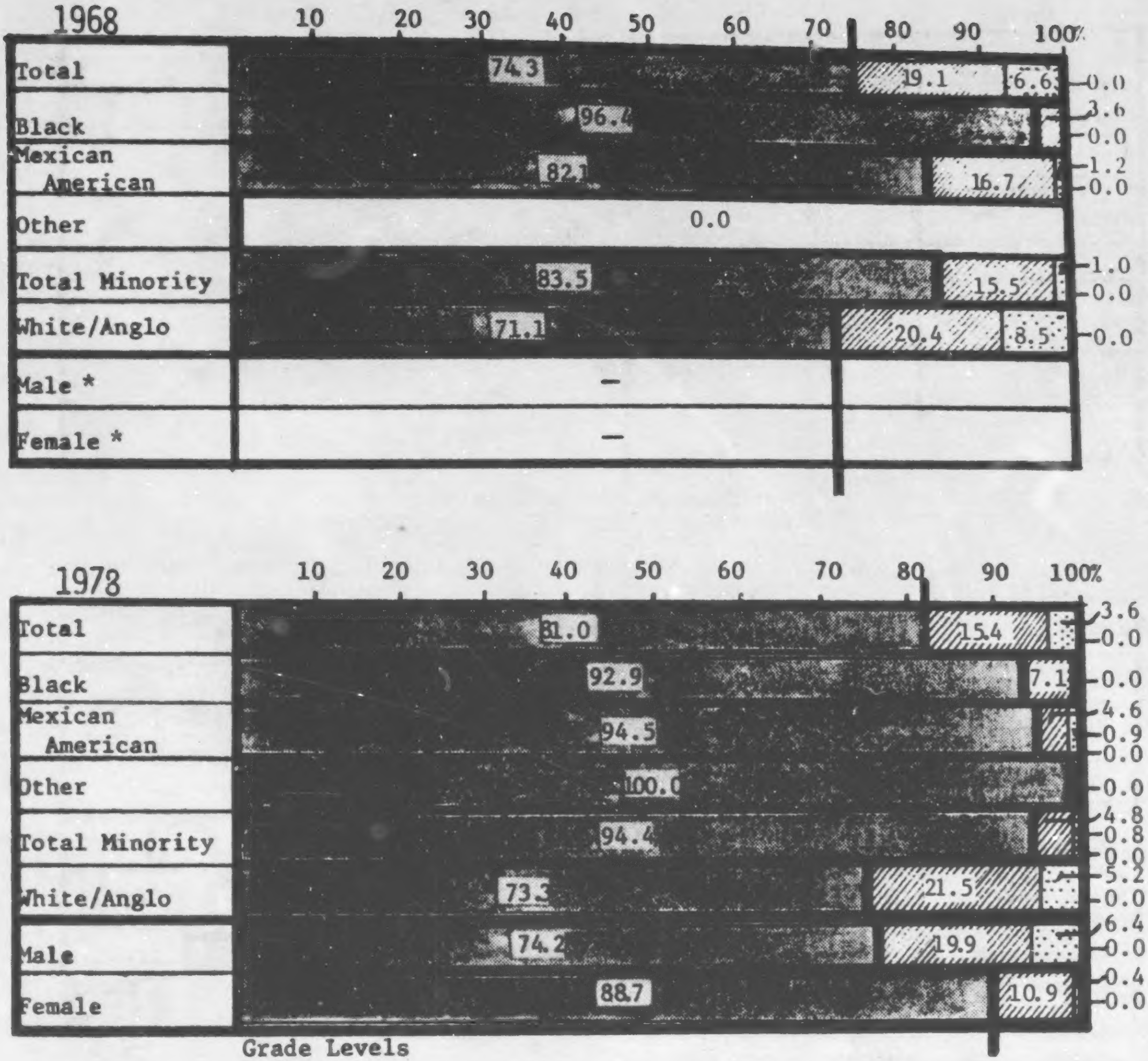
Fort Sam Houston

	General Schedule			Wage System		
	1968	1975	1978	1968	1975	1978
Total Employment	2,324	2,432	1,014	1,180	--	418
Male	--	1,504	535	--	--	375
Female	--	928	479	--	--	43
White/Anglo	1,742	1,430	642	402	--	130
Black	56	174	42	177	--	54
Mexican American	526	828	326	601	--	234
Other	0	0	4	0	--	0
Total Minority	582	1,002	372	778	--	288

Percentage Distribuiton - Vertical

	General Schedule			Wage System		
	1968	1975	1978	1968	1975	1978
Total Employment	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Male	--	61.8	52.8	--	--	89.7
Female	--	38.2	47.2	--	--	10.3
White/Anglo	75.0	58.8	63.3	34.1	--	31.1
Black	2.4	7.2	4.1	15.0	--	12.9
Mexican American	22.6	34.0	32.1	50.9	--	56.0
Other	0.0	0.0	0.4	0.0	--	0.0
Total Minority	25.0	41.2	36.7	65.9	--	68.9

Other includes Asian and Native Americans. (-) No data available.
SOURCE: Tables 6.12E/6.13E in Appendix E.



Grade Levels

▨ 1-8

▨ 9-11

▨ 12-15

■ 16-18

FIGURE 39

Distribution of the GS Workforce by Race, Ethnicity, Gender and Grade Level 1968 and 1978

Percentage Distribution

Fort Sam Houston

*No data.

SOURCE: Tables 6.12E(2) and 6.13E(2) Appendix E.

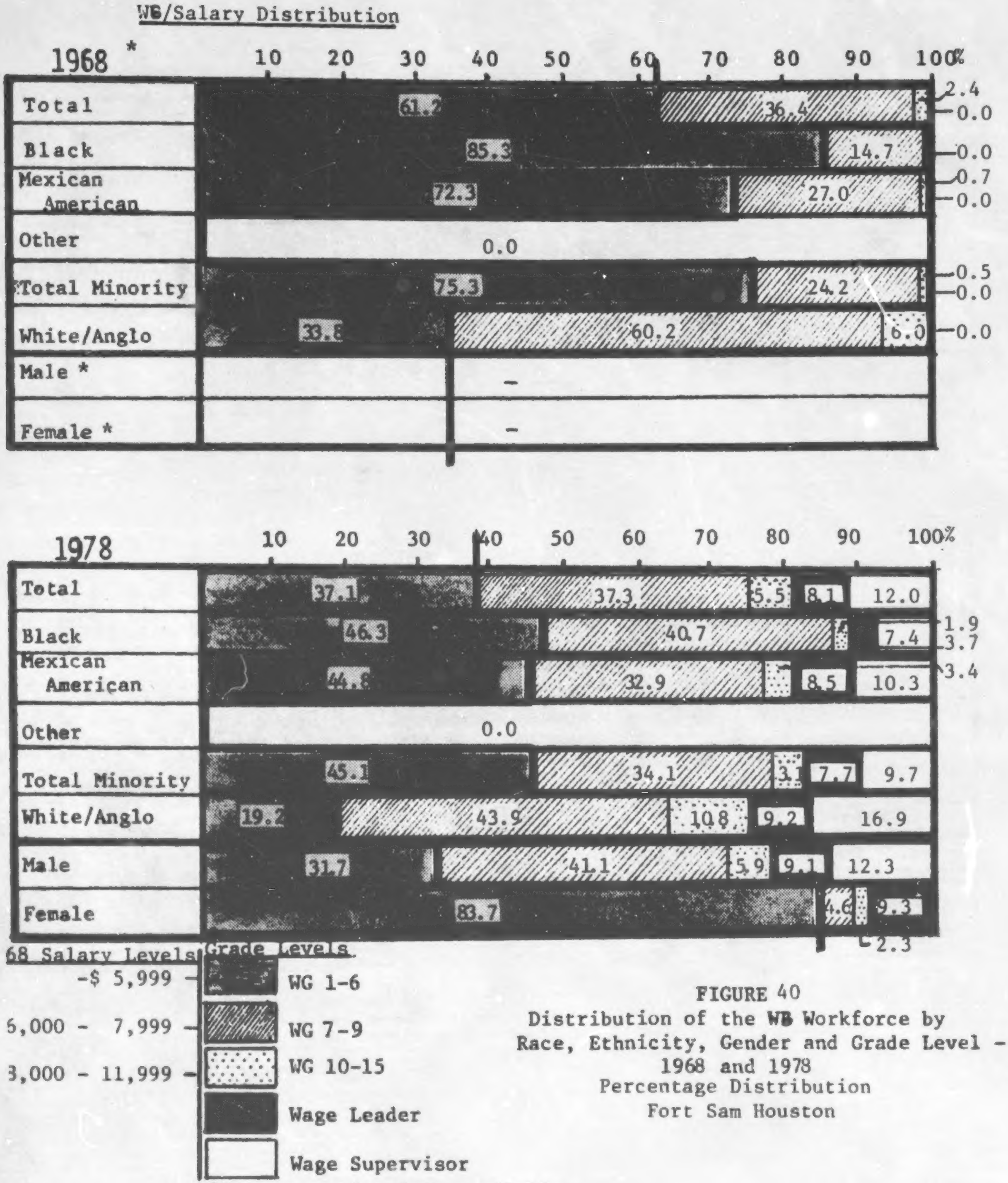


FIGURE 40
Distribution of the WB Workforce by
Race, Ethnicity, Gender and Grade Level -
1968 and 1978
Percentage Distribution
Fort Sam Houston

*No comparative data available.
**No data.
SOURCE: Tables 6.12E(2) and 6.13E(2) - Appendix E.

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or above the GS-9 level. In contrast, nearly 29 percent of all White/ Anglos were at or above this grade. (See Table 6.12E(2) and Figure 39)

In the WG system minorities appeared to have been more evenly distributed within the various grade/salary levels. However, over 75 percent of all minority employees were at or below the $5,999 level in 1968. In contrast, only 34 percent of all White/Anglos were in this range. Conversely, over 66 percent of the White/Anglo work force was employed at the $6,000 plus level. Only 25 percent of the entire minority work force was in this range. (See Figure 40)

When we look at each of the racial/ethnic groups, the overall patterns become clearer. For instance, nearly 44 percent of all blacks in this system were earning between $3,000 and $4,999 annually. In comparison, slightly over 31 percent of all Mexican Americans, and only 9 percent of all White/ Anglos, were at this level. At the next level, the proportion of blacks decreases, but increases for Mexican Americans and White/Anglos. Above the $6,000 level, White/Anglos comprised the majority of the work force.

Figure 40 describes the distribution within each of the grade and salary levels. In the WG system minorities comprised most of those in the $3,000 to $4,499, and $4,500 - $5,999 salary levels. In both levels, Mexican Americans constituted the largest proportion. Starting at the $6,000 level, White/Anglos made up most of the work force. At the $ 8,000 plus level, they constituted nearly 86 percent of the total work force. In contrast, they made up only 34 percent of the entire blue-collar work force at Fort Sam Houston in 1968.

In the GS system, minorities exceeded their overall proportion of 25.0 percent only in grades GS 1 through 4. The opposite was true for White/Anglos. At the GS 9-11 level, they constituted nearly 80 percent of all employees and at the GS 12-13 level, they made up 96 percent of the total. There were no minorities above this grade range. (See Figure 39)

By 1975, employment in the GS system at Fort Sam Houston reached 2,432.* Of this total, 58.8 percent were White/Anglos, and 41.2 percent were listed as minorities. Of the 1,002 minorities employed in this system, 174 were blacks, and 828 were Mexican Americans. Overall, blacks constituted 7.2 percent and Mexican Americans 34.0 percent of the total work force. These figures represented a significant increase in the number and proportion of minorities employed at this installation.

In 1978, employment declined to 1,418. This decrease affected all groups in both systems. However, the proportion of White/Anglos in the GS system increased to 63.3 percent. There was a consequent decline in the proportion of minorities. Perhaps the hardest hit were blacks. For example, in 1975 they made up 7.2 percent of the total work force in the GS system. By 1978 they made up only 4.1 percent. (See Table 6.5)

Tables 6.13E(1) and (2) describe the distribution of the work force by grade level. In the GS system, slightly over half of all the minority employees were in GS grades 1 through 4. In comparison, only about 35 percent of all White/Anglos were in this range. This was below the 40.4 percent figure for the total work force. However, at the GS-9 and above level, nearly 27 percent of all White/Anglos were employed in these levels. In contrast, only 5.6 percent of the minority work force was in this grade range. (See also Figure 39)

A similar pattern existed in the blue-collar system at Fort Sam Houston. Slightly over 45 percent of the minority blue-collar work force was employed at or below the WG-6 level. Only 19.2 percent of all White/Anglos were in this range. Above this level, White/Anglos constituted the majority of the total work force. Nearly 55 percent of all White/Anglos were employed in the WG 7 through 12 range. Moreover, nearly 17 percent were classified as supervisors. In comparison, only 10 percent of the minority work force, and 12 percent of the total work force was classified as supervisory. (See Table 6.13E(2))

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*No data was available for the blue-collar work force at Fort Sam Houston in 1975.

As in previous years, minorities generally exceeded their overall work force proportion in both systems only at the lowest grade levels. For example, although minorities comprised nearly 69 percent of the total WG work force, they made up 84.2 percent of all those in grades 1-3, and 83.5 percent of the total work force in WG grades 4-6. In the GS work force, minorities exceeded their proportion only in the GS 1-4 and 5-8 ranges. Conversely, at the GS 9-11 level, White/Anglos comprised nearly 89 percent of all employees. In the GS 12-13 they made up 91 percent of the total. Above the GS-13 level, there were no minorities. (See Figures 39 and 40)

Although females comprised 47.2 percent of the total GS work force, and about 10 percent of the WG blue-collar work force they were typically located in the lower grade levels. For example, nearly 89 percent of all females in the GS work force, and 84 percent of all women blue-collar workers were employed in the two lowest grade levels. There were only 54 women at Fort Sam Houston employed at or above the GS-9 level. In contrast, there were 138 males employed at or above this level. Most were White/Anglos.

The pattern found at Fort Sam Houston was similar to that found at the other military installations in San Antonio. Generally, the proportion of minorities increased in both systems. However, most were concentrated at the lowest grade levels. For females, we find that the vast majority were located in the lowest grades in both systems. Moreover, the pattern appeared to have changed little over the years, at least for minorities.

F. Summary

Table 6.6 summarizes the overall employment for each of the five military installations for three years by pay system, race, ethnicity and gender. A number of important patterns immediately stand out.

Table 6.6

Distribution of Work Force by Race, Ethnicity, Gender, and Pay System for Selected Years

Summary - All Bases

	General Schedule			Wage System		
	1968[1]	1975[2]	1978	1968[1]	1975[3]	1978
Total Employment	17,542	13,402	13,474	16,367	10,465	9,903
Male	--	8,412	7,722	--	10,000	9,427
Female	--	4,990	5,752	--	465	476
White/Anglo	12,395	8,112	8,006	5,275	2,822	2,504
Black	643	688	749	1,640	849	821
Mexican American	4,464	4,560	4,660	9,430	6,782	6,566
Other	40	42	59	22	12	12
Total Minority	5,147	5,290	5,468	11,092	7,643	7,399

Percentage Distribuiton - Vertical

	General Schedule			Wage System		
	1968	1975	1978	1968	1975	1978
Total Employment	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Male	--	62.8	57.3	--	95.6	95.2
Female	--	37.2	42.7	--	4.4	4.8
White/Anglo	70.7	60.5	59.4	32.2	27.0	25.3
Black	3.7	5.1	5.6	10.0	8.1	8.3
Mexican American	25.4	34.0	34.6	57.6	64.8	66.3
Other	0.2	0.3	0.4	0.1	0.1	0.1
Total Minority	29.3	39.5	40.6	67.8	73.0	74.7

Other includes Asian and Native Americans.
SOURCE: Tables 6.1E/6.13E in Appendix E.

1. No data on gender available
2. Does not include Lackland.
3. Does not include Lackland, and Fort Sam Houston.

> First, overall employment in both systems - the GS and WG - declined over the ten-year period. This overall pattern was reflected at each of the bases.
>
> Second, the number of women in the GS system increased, at least since 1975. However, very few women were employed in the WG system, although they made did make some gains over the years.
>
> Third, the number and proportion of White/Anglos steadily declined since 1968 in both the GS and WG systems. Conversely, the number and proportion of minorities in both systems increased. The rate and degree of this increase among minorities, however, varied with the particular racial/ethnic group. For example, the number and proportion of Mexican Americans increased at a greater rate than that found for blacks, Asian and Native Americans. That pattern generally held at each of the bases surveyed.
>
> Despite this increase, minorities continued to be concentrated in the lowest grade and salary levels at all of the bases. Moreover, this pattern persisted over the years. Although, the number and proportion of White/Anglos declined, they were still mainly concentrated in the higher grade, salary and supervisory levels, in both systems, at all of the bases.
>
> Fifth, female Federal employees - especially minority females - at these bases were consistently located in the lowest grades. Most were concentrated in grades GS 1 through 4. In the blue-collar system, almost all were located in grades 1 through 6.

Earlier we asked whether minorities and women were better off in 1978 than they were in 1968 with respect to their employment at each of the major military installations? The data clearly show that as in 1968, there were disparities in the distribution of supervisory and higher grade positions among minorities, women and White/Anglos. Even though minorities and women made up a larger proportion of the employment at these bases in 1978, they were still mainly concentrated in the lower grade and supervisory levels.

NOTES TO CHAPTER VI

1. Greater San Antonio Chamber of Commerce, Military Statistics: The Economic Impact on San Antonio - 1978, prepared by the Economics Research Department/Chamber of Commerce, January, 1979.

2. Ibid.

3. Bureau of Personnel Management, Status of Federal Civilian Employees by Pay Plan and Grade, Minority Group and Sex - 1977. Report F-CSC SMSA by Agency - San Antonio, Sept. 1978.

4. Texas Advisory Committee, U.S. Commission on Civil Rights, Report of the Closed Meeting of Employment Practices at Kelly Air Force Base, San Antonio, Texas. November 7-8, 1967. Unpublished Report, February, 1968, p. 1.

5. Ibid. pp. 13-14.

6. U.S. Commission on Civil Rights, Employment Practices at Kelly Air Force Base San Antonio, Texas. A Report of the Texas Advisory Committee to the U.S. Commission on Civil Rights, June, 1968.

7. Ibid, pp. 2-3.

8. Department of the Air Force, A Follow-up Report of Findings on Equal Employment Opportunity at Kelly AFB. Joint Air Force - Civil Service Commission Study. Prepared by: The Directorate of Civilian Personnel, Headquarters, U.S. Air Force, Washington, Nov., 1969.

9. Ibid., p. 8.

10. Ibid., p. 12.

11. Special Study - Equal Employment and the Federal Government - 1973. p. 2. See Also Kelly Census Report, 31 May, 1973, pp. 3-6.

CHAPTER VII: PUBLIC UTILITIES IN SAN ANTONIO: AN EMPLOYMENT ANALYSES

There are two public utility companies serving the needs of San Antonio and its population. These are the City Water Board and the City Public Service Board. Both are major employers and both are extremely important to the people of San Antonio with respect to the services they provide.

The City Public Service Board (CPSB) is mainly responsible for providing gas and electric service. In 1942, the City of San Antonio purchased existing privately-owned gas and electric utilities and laid the foundation for the present company. Over the years, the CPSB has expanded considerably and its customers have increased from 74,049 gas and 89,831 electric customers in 1942 to 234,910 and 280,418, respectively, in January, 1977.[1]

The City Public Service Board of Trustees, by terms of its original and subsequent bond indentures is authorized to manage the system as a city-owned proprietary function. This Board technically speaking, operates with the same freedoms and in the same manner as boards of directors in private corporations operating similar enterprises. The original Board was appointed by the bond holders, the Mayor, and the City Commissioners* in 1942. The Board, which includes the Mayor as ex officio member, selects its own members. Concurrence by the City Council is the responsibility of the Mayor who serves without compensation. The Board of Trustees, in turn, employs a general manager, an attorney, and all officers to administer and manage the system.[2]

The City Water Board (CWB) is mainly responsible for operating and maintaining the city's water system and providing water to those living within a specified geographical area. The system, first purchased by the city in 1925, services over 165,000 customers in the metropolitan area.[3]

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*At that time the governing body was a Commission form of government.

The City Water Board is managed by a Board of Trustees appointed by the City Council. The Mayor serves as an ex-officio member on this Board. The Board, in turn, appoints a general manager to administer and manage the system. The Board also has the responsibility for making rules and regulations governing the supply of water.[4]

As in previous chapters, the purpose of this chapter is to carefully examine the employment status of minorities and women in both the CPSB and the CWB. The objective of this analysis is to determine how minorities and women have done in these two public utilities with respect to their employment from 1973 to 1978.

A. City Water Board

Table 7.1 describes the composition of the CWB work force by race, ethnicity and gender for three separate years: 1973, 1975, and 1978. Tables 7.1F and 7.2F in Appendix F provide additional information on the make-up of this work force for 1973 and 1978.

In 1973, the CWB employed a total of 670. Of this number 266 or 39.7 percent were White/Anglos, 53 or 7.9 percent were blacks, 350, or 52.2 percent were Mexican Americans, and one was classified as being in the "other" category. Females constituted only slightly over 15 percent of the work force.

By 1978, the work force had increased by 71. The largest increase occurred among Mexican Americans. Overall, White/Anglos constituted about 40 percent of the work force, blacks 7.3 percent, and Mexican Americans 52.1 percent. The number and proportion of females had also increased. In 1978, they comprised about 18 percent of the work force. (See Table 7.1)

Table 7.2 shows the general distribution of the work force by job category for 1973 and 1978. Tables 7.3 and 7.4 describe the proportional distribution of this work force by and within the various job categories. Figure 41 graphically describes the distribution.

Table 7.1
Distribution of Employees by Race/Ethnicity and Gender
1973-1978
City Water Board

Employee Group	1973[1]	%	1975[2]	%	1978[3]	%	Change 1973 - 1978
White/Anglo	266	39.7	279	40.6	298	40.2	+ 32
Black	53	7.9	53	7.7	54	7.3	+ 1
Mexican American	350	52.2	355	51.6	386	52.1	+ 36
Other[4]	1	0.2	1	0.1	3	0.4	+ 2
TOTAL	670	100.0%	688	100.0%	741	100.0%	+ 71

Employee Group	1973[1]		1975[2]		1978[3]		Change 1973-1978	
	Male	Female	Male	Female	Male	Female	Male	Female
White/Anglo	213 80.1%	53 19.9%	221 79.2%	58 20.8%	239 80.2%	59 19.8%	+ 26	+ 6
Black	43 81.1%	10 18.9%	38 71.7%	15 28.3%	42 77.8%	12 22.2%	- 1	+ 2
Mexican American	310 88.6%	40 11.4%	315 88.7%	40 11.3%	324 83.9%	62 16.1%	+ 14	+ 22
Other[4]	1 100.0%	0 0.0%	1 100.0%	0 0.0%	2 66.7%	1 33.3%	+ 1	+ 1
TOTAL	567 84.6%	103 15.4%	575 83.6%	113 16.4%	607 81.9%	134 18.1%	+ 40	+ 31

1. City Water Board EEO-1, April, 1973.
2. City Water Board EEO-1, April, 1975.
3. City Water Board, City Water Employment Data, May, 1978.
4. Other includes Asian and Native Americans.

Table 7.2
Occupational Distribuiton of Employees by Race/Ethnicity and Gender - 1973 and 1978
City Water Board

1978[1] Job Category	Total	White/ Anglo	Black	Mexican American	Other[3]	Total Minority	Male	Female
Officials/Managers	69	57	2	10	0	12	60	9
Professionals	27	19	1	6	1	8	23	4
Technicians	81	40	5	35	1	41	67	14
Sales Workers	0	0	0	0	0	0	0	0
Office/Clerical	128	54	10	64	0	74	29	99
Craft Workers	136	77	9	50	0	59	136	0
Operatives	86	23	7	56	0	63	83	3
Laborers	205	28	15	161	1	177	203	2
Service Workers	9	0	5	4	0	9	6	3
TOTAL	741	298	54	386	3	443	607	134

1973[2] Job Category	Total	White/ Anglo	Black	Mexican American	Other[3]	Total Minority	Male	Female
Officials/Managers	56	48	1	7	0	8	52	4
Professionals	21	18	1	2	0	3	20	1
Technicians	51	33	3	15	0	18	47	4
Sales Workers	0	0	0	0	0	0	0	0
Office/Clerical	125	59	12	53	1	66	34	91
Craft Workers	122	80	4	38	0	42	122	0
Operatives	85	26	9	50	0	59	85	0
Laborers	202	2	19	181	0	200	202	0
Service Workers	8	0	4	4	0	8	5	3
TOTAL	670	266	53	350	1	404	567	103

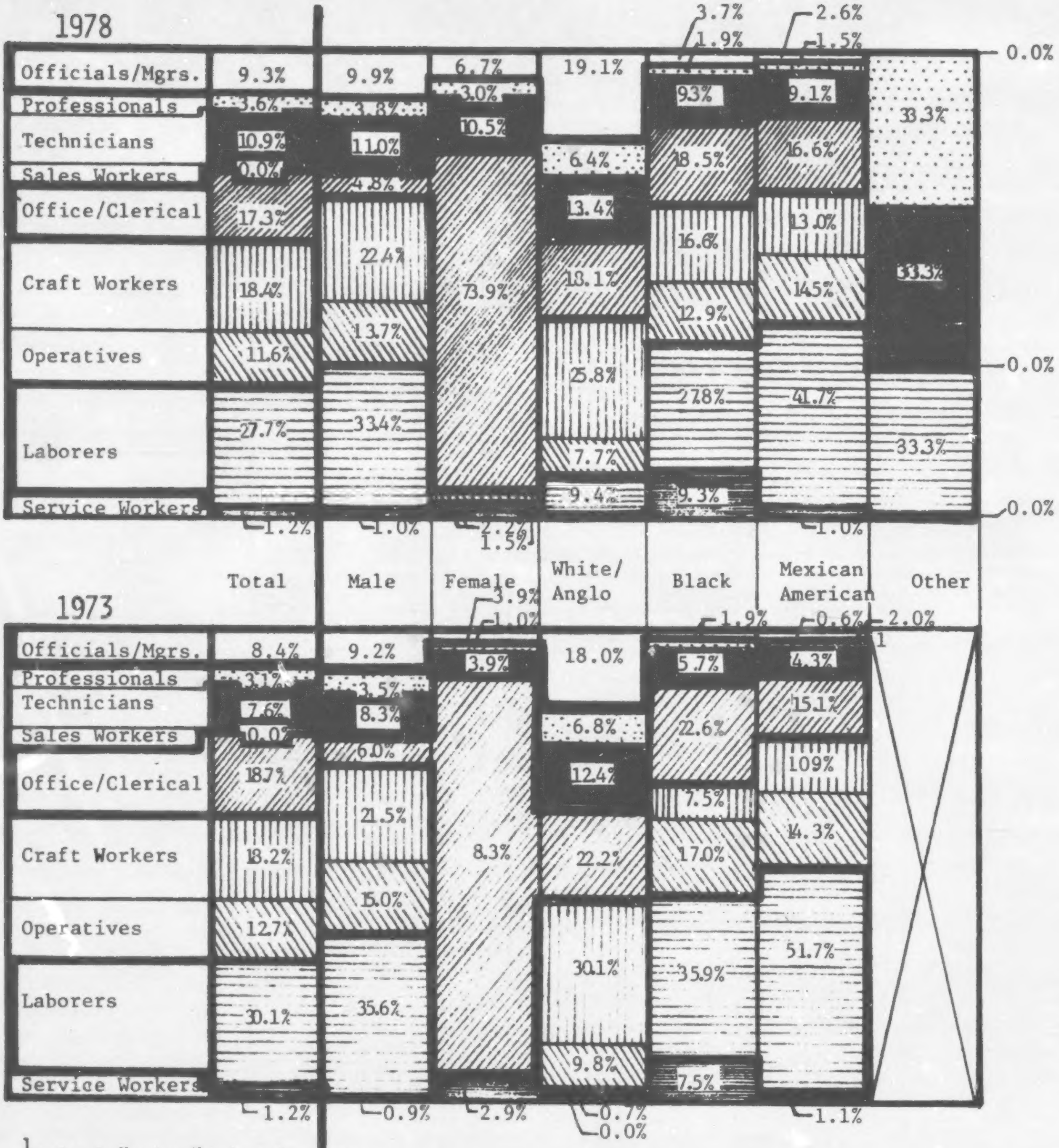
1. City Water Board, *City Water Employment Data*, May, 1978.
2. City Water Board, *EEO-I*, April, 1973.
3. Other includes Asian and Native Americans.

Table 7.3
Occupational Distribuiton of Employees by Race/Ethnicity and Gender - 1973 and 1978
City Water Board - Percentage Distribution (Vertical)

1978[1] Job Category	Total	White/ Anglo	Black	Mexican American	Other[3]	Total Minority	Male	Female
Officials/Managers	9.3	19.1	3.7	2.6	0.0	2.7	9.9	6.7
Professionals	3.6	6.4	1.9	1.5	33.3	1.8	3.8	3.0
Technicians	10.9	13.4	9.3	9.1	33.3	9.3	11.0	10.5
Sales Workers	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office/Clerical	17.3	18.1	18.5	16.6	0.0	16.7	4.8	73.9
Craft Workers	18.4	25.8	16.6	13.0	0.0	13.3	22.4	0.0
Operatives	11.6	7.7	12.9	14.5	0.0	14.2	13.7	2.2
Laborers	27.7	9.4	27.8	41.7	33.3	40.0	33.4	1.5
Service Workers	1.2	0.0	9.3	1.0	0.0	2.0	1.0	2.2
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1973[2] Job Category	Total	White/ Anglo	Black	Mexican American	Other[3]	Total Minority	Male	Female
Officials/Managers	8.4	18.0	1.9	2.0	0.0	2.0	9.2	3.9
Professionals	3.1	6.0	1.9	0.6	0.0	0.7	3.5	1.0
Technicians	7.6	12.4	5.7	4.3	0.0	4.6	8.3	3.9
Sales Workers	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office/Clerical	18.7	22.2	22.6	15.1	100.0	16.3	6.0	88.3
Craft Workers	18.2	30.1	7.5	10.9	0.0	10.4	21.5	0.0
Operatives	12.7	9.8	17.0	14.3	0.0	14.6	15.0	0.0
Laborers	30.1	0.7	35.9	51.7	0.0	49.4	35.6	0.0
Service Workers	1.2	0.0	7.5	1.1	0.0	2.0	0.9	2.9
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. City Water Board, City Water Employment Data, May, 1978.
2. City Water Board, EEO-1, April, 1973.
3. Other includes Asian and Native Americans.



[1]Only 1 "other" minority was employed by the CWB in 1973.

FIGURE 41
Distribution of Employees by
Race, Ethnicity, Gender, and Job Category
1973 and 1978
City Water Board

SOURCE: City Water Board, City Water Employment Data, May, 1978, and EEO-1, April 1973.

Table 7.3 shows the vertical distribution of the work force within each racial/ethnic and gender class by job category. In 1973, the basic pattern that stood out most clearly was the concentration of White/Anglos in the official/manager and craft worker job categories, and conversely, the concentration of minorities in the laborer job category.

Most workers employed by the CWB were located in four job categories: office/clerical (18.7%), craft workers (18.2%), operatives (12.7%) and laborer (30.1%). However, 18 percent of all White/Anglos were employed as officials and managers, and another 12.4 percent were in the technician job category. They exceeded the overall work force proportion in every job category but three: operatives, laborer and service worker. Minorities, on the other hand, were mainly concentrated in these three job areas. In fact, nearly half (49.4%) of all minorities employed with the CWB were working as laborers. (See Figure 41)

Blacks were mainly located in the office/clerical (22.6%), operative (17.0%) and laborer (35.9%) job areas. In each case, they exceeded the total work force proportion. Mexican Americans, on the other hand, were concentrated in one job area - laborer. Nearly 52 percent of the total Mexican American work force was in this one category. Another 14.3 percent were in the operative category. (See Table 7.3)

Overall, about 91 percent of the total minority work force was located in four job areas: office/clerical, craft worker, operative and laborer. In contrast, 80 percent of the total work force and only 63 percent of all White/Anglos were employed in these categories.

There was also a heavy concentration of female employees in the office/clerical category. Slightly over 88 percent were employed in this one job area. In comparison, only 4 percent were employed as officials and managers.

By 1978, overall patterns had changed little. The same concentrations were evident. Nineteen percent of all White/Anglos were classified as officials/managers, and nearly 26 percent were employed as craft workers. In both instances they exceeded the total work force proportion.

For blacks, some upward movement was apparent but they were still mainly employed in the laborer (27.8%) and office/clerical (18.5%) categories. Only 4 percent were employed as officials or managers.

Fifty-six percent of all Mexican Americans were in two job areas: laborer (41.7%) and operative (14.5%). These two categories represent the lowest skill and salary jobs. Another 16.5 percent were in the office/clerical category. Only about 3 percent were employed as officials and/or managers.

In general, the minority work force was mainly located in the laborer (unskilled)job category. In 1973, nearly half were employed in this category. By 1978, 40 percent were employed as such. In contrast, only about 28 percent of the total work force and 9 percent of all White/Anglos were employed as laborers. (See Figure 41)

Males were located in all job areas. The lowest proportion were in the service worker category. The highest proportion were employed as laborers. In only two instances did the proportion of females exceed that of males. These were in the office/clerical and service worker categories. Nearly 74 percent of all female employees were in the office/clerical job area. The next highest proportion of females were located in the technician job area.

Table 7.4 describes the horizontal distribution of the work force within each of the job categories. In 1973, White/Anglos exceeded their proportion of 39.7 percent in five job categories: officials/managers (85.7%), professionals (85.7%), technicians (64.7%), office/clerical (47.2%), and craft workers (65.6%). Minorities, on the other hand, exceeded their proportion in only three categories: operatives (69.4%), laborers (99.0%) and service workers (100.0%). Mexican Americans constituted about

Table 7.4

Occupational Distribuiton of Employees by
Race/Ethnicity and Gender - 1973 and 1978

City Water Board - Percentage Distribution (Horizontal)

1978[1] Job Category	Total	White/ Anglo	Black	Mexican American	Other [3]	Total Minority	Male	Female
Officials/Managers	100.0%	82.6	2.9	14.5	0.0	17.4	87.0	13.0
Professionals	100.0%	70.4	3.7	22.2	3.7	29.6	85.2	14.8
Technicians	100.0%	49.4	6.2	43.2	1.2	50.6	82.7	17.3
Sales Workers	100.0%	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office/Clerical	100.0%	42.2	7.8	50.0	0.0	57.8	22.7	77.3
Craft Workers	100.0%	56.6	6.6	36.8	0.0	43.4	100.0	0.0
Operatives	100.0%	26.8	8.1	65.1	0.0	73.2	96.5	3.5
Laborers	100.0%	13.7	7.3	78.5	0.5	86.3	99.0	1.0
Service Workers	100.0%	0.0	55.6	44.4	0.0	100.0	66.7	33.3
TOTAL	100.0%	40.2	7.3	52.1	0.4	59.8	81.[illegible]	18.1

1973[2] Job Category	Total	White/ Anglo	Black	Mexican American	Other[3]	Total Minority	Male	Female
Officials/Managers	100.0%	85.7	1.8	12.5	0.0	14.3	92.9	7.1
Professionals	100.0%	85.7	4.8	9.5	0.0	14.3	95.2	4.8
Technicians	100.0%	64.7	5.9	29.4	0.0	35.3	92.2	7.8
Sales Workers	100.0%	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office/Clerical	100.0%	47.2	9.6	42.4	0.8	52.8	27.2	72.8
Craft Workers	100.0%	65.6	3.3	31.1	0.0	34.4	100.0	0.0
Operatives	100.0%	30.6	10.6	58.8	0.0	69.4	100.0	0.0
Laborers	100.0%	1.0	9.4	89.6	0.0	99.0	100.0	0.0
Service Workers	100.0%	0.0	50.0	50.0	0.0	100.0	62.5	37.5
TOTAL	100.0%	39.7	7.9	52.2	0.2	60.3	84.6	15.4

1. City Water Board, City Water Employment Data, May, 1978.
2. City Water Board, EEO-1, April, 1973.
3. Other includes Asian and Native Americans.

59 percent of all the operatives, nearly 90 percent of the laborers, and half of all the service workers.

Females exceeded their overall proportion of 15.4 percent in only two job areas - office/clerical (72.8%) and service worker (37.5%). They comprised only 7 percent of all officials and managers, and about 8 percent of the technicians. Only 5 percent of all the professional jobs were occupied by females.

By 1978, the same general proportional distribution was in effect. However, some changes were evident. For example, the proportion of women in the official/manager, professional, and technician job areas had increased. Females held 13 percent of all the jobs in the official/manager category, nearly 15 percent of the professional, and slightly over 17 percent of all the technician jobs. Nevertheless, they still held 77 percent of all the office/clerical jobs.

Males still occupied most of the jobs. However, females did break into the operative and laborer job areas. But they comprised only a very small portion of all the jobs in these categories.

Minorities were still mainly located in the operative, laborer and service worker job areas. However, they comprised slightly over 43 percent of all those in the craft worker job area. In 1973, they made up only about 34 percent of all the workers in this category. They also showed some improvements in the official/manager, professional and technician job categories. For instance, minorities held 51 percent of all the technician jobs and nearly 30 percent of the professional jobs. Both figures represent significant proportional increases over 1973.

White/Anglos exceeded their overall work force proportion in the top three job areas by a wide margin. They still occupied nearly 83 percent of all the official/manager jobs and 20 percent of the professional jobs. On the other hand, they held fewer jobs in the technician, office/clerical, craft and operative job areas. Interestingly, White/Anglos held nearly 14 percent of all the laborer jobs in 1978. In 1978, they occupied only 1 percent of those jobs.

Tables 7.1F(5) and 7.2F(5) in the Appendix show in greater detail the proportional distribution of the work force by race, ethnicity, gender and job category. The patterns of concentration and the changes in those patterns are depicted in these tables. For instance, in Table 7.1F(5) we see that 58.4 percent of all Mexican American, and 44.2 percent of all black males were employed as laborers. In contrast, only about 2 percent of the Mexican American male work force was employed in the official/manager job areas. The proportion of black males in this job category was slightly higher at 2.3 percent. In comparison, less than 1 percent of all White/Anglos were employed as laborers, and about 21 percent were classified as officials, and managers.

For female employees, the concentration was quite evident. Eighty-eight percent of all females were employed in the office/clerical job area. Only 4 percent were in the official/manager category. Nearly all of the Mexican American females (97.5%) were employed in the office/clerical category. (See Table 7.4F(5))

By 1978, nearly 23 percent of all White/Anglo males were employed as officials/managers. In contrast, only 10 percent of all males and 9.3 percent of the entire CWB work force was classified as such. On the other hand, 49 percent of all Mexican American males were employed as laborers. Only about 28 percent of the total work force and 33 percent of all males were employed in this particular category. Both represented severe concentrations.

For females, most were located in the office/clerical job area. However, there had been some movement of females into the official/manager job class. For instance, nearly 7 percent of all female employees were in this job category as of 1978. Nevertheless, most were still employed as secretaries, stenographers and clerks.

Despite some obvious changes in the distribution of the work force in the CWB, a severe concentration of minority males in the operative and laborer job categories still existed. For females, most were still employed in the office/clerical job areas although there was some movement into non-traditional female-type jobs found in the laborer job category. White/Anglo males still continued to occupy most of the high level jobs in the official/manager class.

B. City Public Service Board

Table 7.5 describes the overall work force distribution for the CPSB by race, ethnicity and gender for three years: 1973, 1975 and 1978. Tables 7.3F and 7.4F in the Appendix provide additional information on the make-up of the work force in this company for 1973 and 1978.

In 1973, CPSB employed a total of 2,803. Of this number, 1,736, or 61.9 percent, were White/Anglos, 44, or 1.6 percent, were blacks, 1,019, or 36.4 percent, were Mexican Americans and the remainder, 0.1 percent, were classified as Asian and Native American. Females constituted only a very small proportion of the work force making up 7.3 percent of the total.

By 1978, the size of the work force increased only slightly. The proportional distribution among the various racial/ethnic groups also remained fairly stable. However, there was an overall decline in the number of White/Anglos and a slight increase in the number of minorities. The proportion of females also increased substantially. In 1978, slightly over 9 percent of the work force was composed of females. Most of this gain was among Mexican American women. (See Table 7.5)

Tables 7.6 and 7.7 describe the distribution of the work force by job category for two separate years: 1973 and 1978. Figure 42 translates this data into a graphic distribution.

Most of the CPSB work force in 1973 was located in four job areas: office/clerical (18.0%), craft workers (19.8%), operatives (25.3%) and laborers (14.1%). Only 5.5 percent were classified as officials and managers. White/Anglos, however, exceeded the proportion in every job category except three: operatives, laborers and service workers. Moreover, nearly 9 percent of all White/Anglos were listed as officials and managers. In comparison, only about 6 percent of the total work force and

Table 7.5
Distribution of Employees by Race/Ethnicity and Gender 1973-1978

City Public Service Board

Employee Group	1973[1]	%	1975[2]	%	1978[3]	%	Change 1973 - 1978
White/Anglo	1,736	61.9	1,763	61.3	1,721	61.1	- 15
Black	44	1.6	60	2.1	66	2.3	+ 22
Mexican American	1,019	36.4	1,048	36.4	1,021	36.3	+ 2
Other[4]	4	0.1	5	0.2	7	0.3	+ 3
TOTAL	2,803	100.0%	2,876	100.0%	2,815	100.0%	+ 12

Employee Group	1973[1]		1975[2]		1978[3]		Change 1973-1978	
	Male	Female	Male	Female	Male	Female	Male	Female
White/Anglo	1,604 92.4%	132 7.6%	1,633 92.6%	130 7.4%	1,582 91.9%	139 8.1%	- 22	+ 7
Black	34 77.3%	10 22.7%	47 78.3%	13 21.7%	46 69.7%	20 30.3%	+ 12	+ 10
Mexican American	955 93.7%	64 6.3%	956 91.2%	92 8.8%	916 89.7%	105 10.3%	- 39	+ 41
Other[4]	4 100.0%	0 0.0%	4 80.0%	1 20.0%	7 100.0%	0 0.0%	+ 3	0
TOTAL	2,597 92.7%	206 7.3%	2,640 91.8%	236 8.2%	2,551 90.6%	264 9.4%	- 46	+ 58

1. City Public Service Board, EEO-1, April, 1973.
2. City Public Service Board, EEO-1, April, 1975.
3. City Public Service Board, EEO-1, April, 1978.
4. Other includes Asian and Native Americans.

Table 7.6
Occupational Distribuiton of Employees by Race/Ethnicity and Gender - 1973 and 1978
City Public Service Board

1978[1] Job Category	Total	White/ Anglo	Black	Mexican American	Other[3]	Total Minority	Male	Female
Officials/Managers	180	174	0	6	0	6	178	2
Professionals	166	139	4	19	4	27	143	23
Technicians	201	171	4	26	0	30	193	8
Sales Workers	32	29	0	3	0	3	32	0
Office/Clerical	541	339	33	168	1	202	327	214
Craft Workers	637	588	3	46	0	49	637	0
Operatives	692	250	16	425	1	442	691	1
Laborers	289	1	1	287	0	288	289	0
Service Workers	77	30	5	41	1	47	61	16
TOTAL	2,815	1,721	66	1,021	7	1,094	2,551	264

1973[2] Job Category	Total	White/ Anglo	Black	Mexican American	Other[3]	Total Minority	Male	Female
Officials/Managers	154	152	0	2	0	2	152	2
Professionals	186	153	7	23	3	33	165	21
Technicians	205	181	4	20	0	24	202	3
Sales Workers	34	31	0	3	0	3	34	0
Office/Clerical	504	394	13	96	1	110	344	160
Craft Workers	554	540	3	11	0	14	554	0
Operatives	710	263	11	436	0	447	710	0
Laborers	394	3	2	389	0	391	394	0
Service Workers	62	19	4	39	0	43	42	20
TOTAL	2,803	1,736	44	1,019	4	1,067	2,597	206

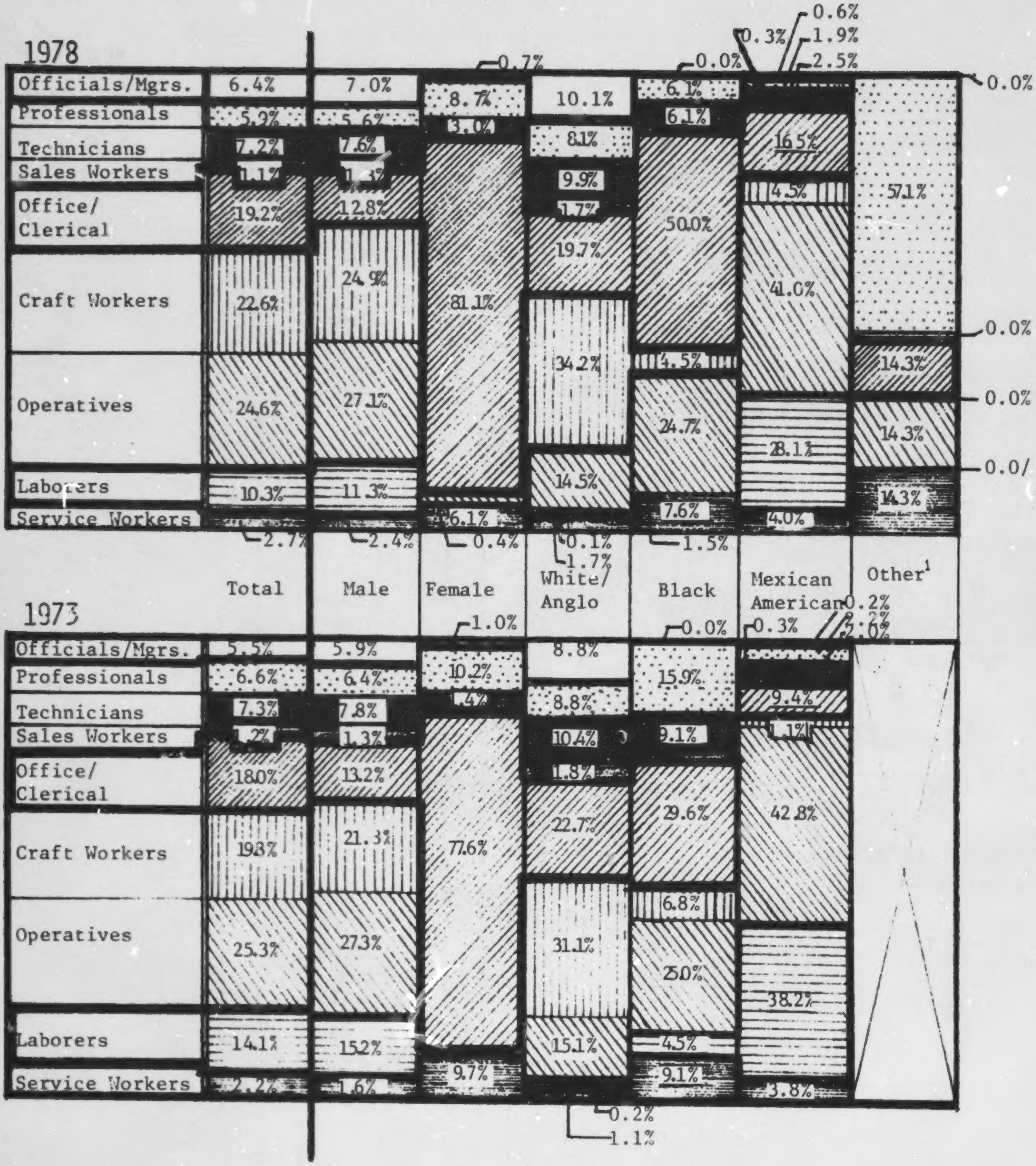
1. City Public Service Board, EEO-1, April, 1978.
2. City Public Service Board, EEO-1, April, 1973.
3. Other includes Asians and Native Americans.

Table 7.7
Occupational Distribuiton of Employees by Race/Ethnicity and Gender - 1973 and 1978
City Public Service Board - Percentage Distribution (Vertical)

1978[1] Job Category	Total	White/ Anglo	Black	Mexican American	Other[3]	Total Minority	Male	Female
Officials/Managers	6.4	10.1	0.0	0.6	0.0	0.5	7.0	0.7
Professionals	5.9	8.1	6.1	1.9	57.1	2.5	5.6	8.7
Technicians	7.2	9.9	6.1	2.5	0.0	2.7	7.6	3.0
Sales Workers	1.1	1.7	0.0	0.3	0.0	0.3	1.3	0.0
Office/Clerical	19.2	19.7	50.0	16.5	14.3	18.5	12.8	81.1
Craft Workers	22.6	34.2	4.5	4.5	0.0	4.5	24.9	0.0
Operatives	24.6	14.5	24.2	41.6	14.3	40.4	27.1	0.4
Laborers	10.3	0.1	1.5	28.1	0.0	26.3	11.3	0.0
Service Workers	2.7	1.7	7.6	4.0	14.3	4.3	2.4	6.1
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100,0%

1973[2] Job Category	Total	White/ Anglo	Black	Mexican American	Other[3]	Total Minority	Male	Female
Officials/Managers	5.5	8.8	0.0	0.2	0.0	0.2	5.9	1.0
Professionals	6.6	8.8	15.9	2.2	75.0	3.1	6.4	10.2
Technicians	7.3	10.4	9.1	2.0	0.0	2.3	7.8	1.4
Sales Workers	1.2	1.8	0.0	0.3	0.0	0.3	1.3	0.0
Office/Clerical	18.0	22.7	29.6	9.4	25.0	10.3	13.2	77.7
Craft Workers	19.8	31.1	6.8	1.1	0.0	1.3	21.3	0.0
Operatives	25.3	15.1	25.0	42.8	0.0	41.9	27.3	0.0
Laborers	14.1	0.2	4.5	38.2	0.0	36.6	15.2	0.0
Service Workers	2.2	1.1	9.1	3.8	0.0	4.0	1.6	9.7
TOTAL	100.0%	100,0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. City Public Service Board, EEO-1, April, 1978.
2. City Public Service Board, EEO-1, April, 1973.
3. Other includes Asian and Native Americans.



[1]Only 4 "other" minority were employed by the CPSB in 1973.

FIGURE 42
Distribution of Employees by
Race, Ethnicity, Gender, and Job Category
1973 and 1978
City Public Service Board

SOURCE: CPSB, EEO-1, April 1973 and April 1978.

less than 1 percent of all minorities were employed in this particular job category.

Minorities were mainly concentrated in two job categories: operative (41.9%) and laborer (36.6%). In both cases, they exceeded the total work force proportion by a wide margin. Few, however, were employed as officials/managers, professionals, technicians and craft workers.

Blacks were primarily employed as professionals, office/clerical workers and operatives. None were in the official/manager and sales job categories. Most were employed as office/clerical workers.

Mexican Americans, on the other hand, were mainly concentrated in two job areas - operatives (42.8%) and laborers (38.2%). Thus, 81 percent of all Mexican Americans were employed in very low-paying/low-skilled jobs. This concentration is even more severe when we consider that they made up only 36 percent of the total work force.

Most males were employed as craft workers and operatives. Females were mainly employed as office/clerical workers and professionals. In both cases their proportion exceeded the male proportion. There were no females employed in the craft, operative, or laborer job areas.

By 1978, little basic change had occurred in the work force distribution among the various job categories. There were slight increases in the official/manager, office/clerical craft worker and service worker categories. The rest either experienced some decrease or remained about the same.

The proportion of White/Anglos in the official/manager category, however, increased to 10 percent. They also experienced a slight proportional increase in the craft worker category.

For blacks, a slightly different picture emerges. The proportion of blacks in the professional category dropped from about 16 percent in 1973 to only 6 percent in 1978. Numerically, this was rather small since we are only talking about three employees. However, there was an increase in the office/clerical job category. In 1978, half of all blacks employed by CPSB were in this job area. Another 24 percent were working as operatives.

Mexican Americans, in comparison, continued to be concentrated in the operative and laborer job categories. As in 1975, nearly 70 percent were employed in these two job areas. Less than 1 percent were employed as officials/managers, and only about 2 percent were employed as professionals.

When we look at the distribution for the total minority work force, we find that nearly 67 percent were employed as operatives and laborers. In contrast, 35 percent of the entire CPSB work force, and only 15 percent of all White/Anglos were in these job areas. On the other hand, few minorities were employed as officials/managers, professionals or technicians.

Males were in every job category. However, most were employed as craft workers and operatives. The third largest segment of the male work force was located in the office/clerical job area. Females, in contrast, were mainly concentrated in the office/clerical job area. The proportion of female employees in the professional and service worker job categories decreased. As a result, female employees were even more concentrated in 1978 than they were in 1973, despite their numerical increase.

Table 7.8 shows the horizontal distribution of the work force in each of the job categories for both 1973 and 1978. In 1973, White/Anglos exceeded their proportion in every job category except three: operatives, laborers and service workers. On the other hand, minorities exceeded their proportion in the same three: operatives, laborers and service workers. Most were employed as laborers. In fact, they comprised over 99 percent of all workers in this particular job area. Mexican Americans constituted almost all of the laborers employed by the CPSB.

Table 7.8
Occupational Distribuiton of Employees by Race/Ethnicity and Gender - 1973 and 1978

City Public Service Board - Percentage Distribution (Horizontal)

1978[1] Job Category	Total	White/ Anglo	Black	Mexican American	Other[3]	Total Minority	Male	Female
Officials/Managers	100.0%	96.7	0.0	3.3	0.0	3.3	98.9	1.1
Professionals	100.0%	83.7	2.4	11.5	2.4	16.3	86.1	13.9
Technicians	100.0%	85.1	2.0	12.9	0.0	14.9	96.0	4.0
Sales Workers	100.0%	90.6	0.0	9.4	0.0	9.4	100.0	0.0
Office/Clerical	100.0%	62.7	6.1	31.0	0.2	37.3	60.4	39.6
Craft Workers	100.0%	92.3	0.5	7.2	0.0	7.7	100.0	0.0
Operatives	100.0%	36.1	2.3	61.4	0.2	63.9	99.9	0.1
Laborers	100.0%	0.3	0.3	99.4	0.0	99.7	100.0	0.0
Service Workers	100.0%	39.0	6.5	53.1	1.3	60.9	79.2	20.8
TOTAL	100.0%	61.1	2.3	36.3	0.3	38.9	90.6	9.4

1973[2] Job Category	Total	White/ Anglo	Black	Mexican American	Other[3]	Total Minority	Male	Female
Officials/Managers	100.0%	98.7	0.0	1.3	0.0	1.3	98.7	1.3
Professionals	100.0%	82.2	3.8	12.4	1.6	17.8	88.7	11.3
Technicians	100.0%	88.3	2.0	9.7	0.0	11.7	98.5	1.5
Sales Workers	100.0%	91.2	0.0	8.8	0.0	8.8	100.0	0.0
Office/Clerical	100.0%	78.2	2.6	19.0	0.2	21.8	68.3	31.7
Craft Workers	100.0%	97.5	0.5	2.0	0.0	2.5	100.0	0.0
Operatives	100.0%	37.0	1.6	61.4	0.0	63.0	100.0	0.0
Laborers	100.0%	0.8	0.5	98.7	0.0	99.2	100.0	0.0
Service Workers	100.0%	30.6	6.5	62.9	0.0	69.4	67.7	32.3
TOTAL	100.0%	61.9	1.6	36.4	0.1	38.1	92.7	7.3

1. City Public Service Board, EEO-1, April, 1978.
2. City Public Service Board, EEO-1, April, 1973.
3. Other includes Asian and Native Americans.

Blacks exceeded their overall proportion of 1.6 percent in the professional, technician, office/clerical, and service worker categories. Mexican Americans were able to exceed their proportion in only the three lowest categories. Although they comprised over 36 percent of the total CPSB work force in 1973, they held only 1.3 percent of all the official/manager jobs and slightly over 12 percent of the professional jobs. (See Table 7.8)

When we examine the gender distribution, males dominated every job category. Even in the office/clerical job area they occupied 68 percent of all the jobs. They held all of the sales, craft, operative, and laborer jobs and nearly all of the official/manager and technician jobs.

In 1978, the overall patterns had changed little. White/ Anglos exceeded their proportion in the same categories. There was, however, a proportional increase in the number of White/ Anglos in the service worker category.

For blacks, they increased their representation in the office/clerical and operative categories. They experienced a slight decrease in the professional category.

Mexican Americans were still mainly concentrated in the operative, laborer and service worker categories. They did increase their representation in the office/clerical and technician job categories, however. In 1978, they held 31 percent of all the office/clerical jobs. In 1975, they held only 19 percent. They also increased their representation in the official/manager category to 3.3 percent.

With respect to the total minority work force, most were employed as office/clerical, operative, laborer and service workers. In the higher status jobs, i.e., officials/managers, professionals and technicians, they were well below their overall proportion of 38.9 percent.

Males continued to dominate every job category. Moreover, they held all of the sales, craft and laborer jobs. Females were able to exceed their proportion only in the professional, office/clerical and service worker categories.

C. Summary

The pattern that emerges from this analysis is that minorities and women were severely concentrated in certain job areas and excluded from others in both the CPSB and the CWB. More specifically:

> The work forces in both the CPSB and the CWB remained relatively stable over the years. The number and proportion of the minority work forces in both utilities also changed very little since 1975.
>
> The majority of White/Anglos were employed mainly in the official/manager, professional, technician, and craft worker job categories. On the other hand, minorities were concentrated in the operative, laborer and service worker job categories. This pattern changed very little over the years.
>
> Mexican Americans more than any group were severely concentrated in the operative (semi-skilled) and laborer (unskilled) job categories. For example, in 1978, 54 percent of all Mexican Americans employed by the CWB were in these job categories. Nearly 70 percent of all Mexican Americans employed by the CPSB were in these job areas. On the other hand, few were employed as officials, managers, professionals and technicians.
>
> Few blacks were employed by both the CWB and the CPSB. For example, blacks comprised only 2.3 percent of the CPSB and 7.3 percent of the CWB's work forces in 1978. Although the 7.3 percent black employment proportion in the CWB closely matched their overall population proportion, most were employed in low-paying, low-skilled jobs.
>
> Women comprised only a very small portion of the total work force in both the CWB and the CPSB. As of 1978, they constituted only 18 percent of the work force employed by the CPSB. Furthermore, they were mainly concentrated in the office/clerical job area.

NOTES TO CHAPTER VII

1. League of Women Voters, Local Government Handbook: A Guide to Local Government in the San Antonio Metropolitan Area, 1977, p. 78.

2. Ibid., p. 79.

3. Ibid., p. 85.

4. Ibid.

CHAPTER VIII - THE FINDINGS

The principal findings of this study are listed as follows:

- With respect to demographic, population and socioeconomic conditions, the principal findings are:

1. The composition of the population has changed significantly over the last ten years in the city of San Antonio and in Bexar County. Although the population has increased since 1968, the proportion of White/Anglos has decreased. Conversely, the minority population has increased. In 1978, it was estimated that minorities constituted 62 percent of the city's population, 58 percent of the county's population, and nearly 52 percent of the population in the metropolitan area.

2. Along with changes in the composition of the population, there have been important changes in its age structure. The median age of the population in both the city and the county is below that of the State median. In 1970, the median age of the population in San Antonio was 24.8 years down from 26.8 years recorded in 1950. In contrast, the median for the State in 1970 was 26.4. This finding has important ramifications for the make-up of the work force in San Antonio.

3. Closely related to the above finding is the presence of a relatively young Mexican American population in the city. The median age for Mexican American males and females in 1970 was 19.0 and 20.9 years, respectively. The overall median for the city was 24.8 years. The median for White/Anglos was 23.5 for males, and 26.1 for females.

4. The minority population in San Antonio is heavily concentrated geographically. In 1978, over 90 percent of the minority population in the metropolitan area lived within the municipal boundaries of San Antonio. Further, within the city itself, minorities were located in certain well-defined geographical areas. This pattern has changed little since 1968 and has important consequences for minorities.

5. With respect to income, education, earnings, and employment, minorities were still at a disadvantage. Although some progress had been made in alleviating the basic causes of poverty in San Antonio over the study period, it was still a very real problem for minorities.

.With respect to employment in the private sector, the principal findings are:

1. White/Anglos comprised about 52 percent of the total area work force; whereas minorities constituted about 48 percent. With respect to the minority work force, blacks made up 6.5 percent and Mexican Americans 40.8 percent of the total. Other minorities constituted about 0.7 percent of the work force. However, within the city of San Antonio, White/Anglos comprised only 45.4 percent of the total work force 16 years old and over. Minorities, on the other hand, made up 54.6 percent of the work force. By gender, males constituted 60.9 percent and females 39.1 percent of the labor force.

2. With respect to unemployment, the rates for Mexican Americans, blacks, and women were consistently higher than that found for White/Anglo males during the ten-year span of this study. Moreover, minorities and women have experienced more unemployment than would be expected on the basis of their percentage share of the total population. Conversely, the unemployment rate for White/Anglo males was consistently below that of their percentage of the population.

3. Historically, the economy of the city has been heavily dependent on the governmental sector. In recent years there has been a growing dependency on the trade and service industries as a major source of employment. In 1968, for example, nearly 25 percent of the total work force was employed in the public sector. At the same time, about 21 percent of the work force was employed in the trade sector, and slightly over 15 percent were in the service-related jobs. By 1978, employment in the governmental sector declined to about 23 percent of the total. However, employment in both the trade and service sectors increased significantly. These three sectors: government, trade and service constituted the major sources of employment for minorities and women in San Antonio.

- With respect to the occupational distribution of the work force in the private sector, the principal findings are:

1. A higher proportion of White/Anglos tended to be employed as officials, managers, professionals, technicians, sales workers, office and clerical workers than minorities. Conversely, minorities were more frequently employed in craft, operative, non-farm laborer and service-related jobs.

2. Although White/Anglos constituted the majority of those employed in white-collar jobs, there was a slight increase over the years in the proportion of minorities moving into these jobs in the San Antonio labor market. However, most of the gains were made by minority females, especially in the technician, sales, and clerical-related jobs.

3. While a substantial portion of the white-collar work force in San Antonio was composed of females, most were employed in technician, sales and clerical jobs. Few relatively speaking, were employed as officials, managers, administrators, supervisors or professionals. For example, in a special work force survey by the EEOC, it was revealed that females constituted nearly 82 percent of all those employed in office and clerical related jobs in 1975, but only 20 percent were employed in official, managerial, and administrative-type jobs.

4. Minority females constituted a larger proportion of the white collar work force in San Antonio than minority males. However, most of these females were employed in the lower paying, technician, sales, office and clerical-related jobs.

5. Males occupied most of the jobs in the blue-collar sector. In 1975, for example, they constituted nearly 90 percent of all the skilled craft workers, 78 percent of the operatives, and 82 percent of the laborers. Minorities were mainly employed in the semi-skilled operative, and unskilled laborer categories. White/Anglos, on the other hand, were mainly employed in the skilled craft category.

6. In the service sector, the distribution between males and females was about equal. In 1975, 49 percent of all those employed in this sector were male and 51 percent were female. However, minority females more frequently than minority males were employed in this sector.

7. Although there were changes in the overall employment picture in San Antonio between 1968 and 1978, White/Anglo males continued to dominate the higher paying white-collar jobs while minorities were located mainly in the lower paying, lower status blue-collar and service-related jobs.

8. In general, minority shifts in occupational distribution during the 1968-1978 time period were larger than comparable shifts among White/Anglos. Most of the changes were due to the increased participation of minority women in the labor market. Despite this, minorities were still severely underrepresented in the higher paying and higher status white-collar jobs in San Antonio.

·With respect to banking, hospitals, the broadcasting industry, and colleges and universities, the principal findings are:

1. In the banking industry, minorities and women were found to be largely excluded from top level jobs. Also, women were mainly concentrated in office/clerical jobs. Minorities comprised about 35 percent of the total work force in this sector in 1978. This represented a significant gain over their 1968 proportion of 18 percent. Women, on the other hand, made up about 65 percent of the total work force in 1978. However, only about 8 percent of all Mexican Americans, 10 percent of all blacks, and 10 percent of all women in this industry were employed as officials and managers. In contrast, nearly 22 percent of the total work force, 43 percent of all males, and 29 percent of all White/Anglos working in this industry, were classified as such. This pattern generally reflects the conditions found in 1968 - over ten years ago. Although there were gains with respect to minority employment and some upward movement for women, these gains were modest when looked at from an industry-wide perspective.
2. With regard to employment in hospitals it was found that minorities and women held most of the jobs. However, White/Anglos occupied most of the jobs in the official/administrative/managerial, and professional levels. Minorities, on the other hand, were employed mainly in the technician, office/clerical, blue collar, and service-related jobs. In general, female employees did better in this industry than in any other sector covered in this study with respect to the types of jobs they held.
3. In the broadcasting industry, minorities and women made some progress over the past ten years. However, there were still severe disparities in the industry. For example, minorities and women were still largely excluded from the major decision-making levels in the industry. White/Anglo males still occupied most of the official/manager, professional and technical jobs in the industry despite some significant inroads made by minorities and women over the years. It was also found that minorities were mainly concentrated in a limited number of radio and television stations.

4. With regard to colleges and universities in the San Antonio area, severe disparities have existed over the years. Minorities and women were concentrated mainly in the lower paying jobs. They constituted only a very small proportion of the executives, administrators, and managers in the various institutions. For example, in 1978, White/Anglos comprised 83 percent of all the executives, administrators and officials. Minorities constituted only 17 percent of those in these positions. Moreover, they made up only a small portion of the faculty in these institutions. In 1978, for instance, out of a total of of 1,643 faculty members in the seven institutions, only 88 or 5.4 percent were blacks, 155 or 9.4 percent were Mexican American, and 31 or about 2 percent were Asian and Native Americans. Women constituted only about 32 percent of the total faculty. This pattern has changed little over the years.

- With respect to public sector employment, the principal findings are:

1. In municipal employment, the data revealed that while the number and proportion of minorities had increased since 1968, they continued to be concentrated mainly in the lower paying, less skilled job areas. With regard to female employees, we found that they were not only underrepresented on the city's work force, but as in the case of minorities, they were concentrated in certain jobs and underrepresented in others. For example, White/Anglos held most of the jobs in the official/administrative, technician, protective service, and paraprofessional categories. Minorities, on the other hand, were heavily concentrated in the office/clerical, craft, and service/maintenance job areas. Females were mainly employed in the office/clerical, paraprofessional, and professional categories. Moreover, the general pattern had changed little over the years indicating a lack of upward mobility for minorities and women in municipal employment.

2. With respect to Bexar County, the data show that while there was a significant decrease in the proportional representation of White/Anglos and a consequent increase in the representation of minorities on the county's work force since 1968, minorities were still heavily concentrated in the lower paying, less skilled job categories. If anything, that concentration had increased. Moreover, women, especially minority women, employed by the county were mainly concentrated in the office/clerical job areas. Few were employed as officials, managers, professionals, or technicians.

3. In State employment, although the employment of minorities and women had increased since 1968, a disproportionate number were still concentrated in the lower-paying and less skilled jobs, the kind that offer little opportunity for upward mobility. Moreover, the employment of minorities and women had been mainly in the direction of low-paying and less-skilled jobs over the years. White/Anglo males continued to hold most of the jobs in the official, administrative, professional, technician, and protective service job categories. Minorities, on the other hand, were mainly concentrated in the office/clerical, paraprofessional, and service/maintenance job areas. Female employees were primarily employed in the professional, paraprofessional, and office/clerical job areas. Few were employed as officials and managers.

4. In the area of Federal employment, the number and proportion of minorities and women had increased in all pay systems since 1968. However, they were still mainly concentrated in the lower grade and salary levels. In fact, minorities and women were severely concentrated in the lowest grades. Moreover, women were underrepresented in Federal employment, overconcentrated in certain jobs, underutilized in others, and for the most part, earned less than males. Inequities and disparities were still very evident even after ten years.

·With respect to employment at the various military installations in San Antonio, the principal findings are:

1. Overall employment declined at each of the bases since 1968. In 1978, total employment at these five bases was 29,037. White/Anglos constituted about 59 percent of the GS work force and minorities comprised 41 percent of the total. In the blue-collar or wage system, White/Anglos comprised about 25 percent of the work force; whereas, minorities constituted about 75 percent of the total.
2. The number and proportion of White/Anglos employed at these bases had steadily declined since 1968 in both the GS and WG systems. Conversely, the number and proportion of minorities in both systems had increased. The rate and degree of this increase among minorities, however, varied with the particular racial/ethnic group. For example, the number and proportion of Mexican Americans employed at these bases had increased at a faster rate than that found for blacks, Asian and Native Americans.
3. Despite their increase in employment at these installations since 1968, minorities continued to be concentrated mainly in the lowest grade and salary levels at all of the bases. Overall, this pattern persisted with little obvious change since 1968. Although the number and proportion of White/Anglos declined, they still held most of the jobs in the higher grade, salary, and supervisory levels, in both pay systems, at all of the bases.
4. Although the number of female employees had increased in the GS system over the years, they were still mainly concentrated in the lowest levels. Moreover, few women were employed in the blue-collar system. Those that were employed in this system were mainly located in the lowest grades.
5. As in 1968, there were still significant disparities in the distribution of supervisory, and higher grade positions among minorities, in 1978. Moreover, even though women made up a larger proportion of the work force at these bases in 1978 than they did in 1968, there was little movement into the higher grade and supervisory levels.

With respect to the employment of minorities and women in the two public utility companies, the principal findings are:

1. The work forces in both the City Public Service Board (CPSB) and the City Water Board (CWB) remained relatively stable over the years. Moreover, the number and proportion of the minority work force in both utility companies had changed little since 1973. In 1973, minorities comprised about 42 percent of the total work force. In 1978, they made up 43 percent of the total.
2. Most White/Anglo workers were employed in the official, manager, professional, technician, and craft worker job categories. Minorities, on the other hand, were mainly concentrated in the semi-skilled operative, unskilled laborer, and service worker job categories. This pattern had changed little over the years.
3. Mexican Americans more than any other group employed in these two companies were severely concentrated in the operative and laborer job categories. For example, in 1978, 54 percent of all Mexican Americans employed by the CWB and nearly 70 percent of all Mexican Americans working for the CPSB were in these two job areas. In contrast, less than 5 percent were employed as officials, managers and professionals.
4. Few blacks were employed in both the CWB and CPSB. For example, blacks comprised only 2.3 percent of the CPSB and 7.3 percent of the CWB's work force in 1978. Although the 7.3 percent black employment proportion in the CWB closely matched their overall population proportion, most were employed in low-paying, low-skill jobs.
5. Women comprised only a very small portion of the total work force in both the CWB and the CPSB. In 1978, they constituted 18 percent of the total work force at the CWB and only 9.4 percent of the CPSB work force. Moreover, they were mainly concentrated in the office/clerical job category. Very few were employed in the official, manager, professional, technician, craft or service/maintenance job categories. This pattern has persisted over the years with very little change being evident.

A. Purpose

The purpose of this study is to examine the employment trends of minorities and women in both the public and private sectors of San Antonio's economy, and assess their status, progress, or lack of progress in each of these sectors over a ten-year period ranging from 1968 to 1978.

B. Scope

The intent of this study is to develop a comprehensive picture of just how minorities and women have fared in the local labor market over the last ten years. The focus of this study is on the two major sectors in the local economy - the public sector and private industry.

Public Sector Employment

Within the public sector emphasis is placed on analyzing the current and past composition of the work forces employed by the City of San Antonio and Bexar County. In addition, a study of those State agencies having employees in San Antonio is included. Also, the Federal work force in the San Antonio metropolitan area was surveyed and analyzed.

In the context of municipal employment each major city department is analyzed as to its work force composition over the study period. In addition, two public utility companies - the City Water Board and the City Public Service Board - are included and their work forces analyzed

In the area of Federal employeemnt, the total work force is analyzed as to its composition and distribution over a ten-year period. In addition, Federal agencies having 25 or more employees are analyzed for a three-year period - 1975, 1976 and 1977. These years were selected because prior to 1975, data on an agency-by-agency basis is very limited. Also, at the time this report was written, 1978 data was not available.

Because of their importance to the local labor market, the civilian work force at each of the five major military installations in the San Antonio metropolitan area - Brooks Air Force Base, Fort Sam Houston, San Antonio Air Logistics Center/Kelly Air Force Base, Lackland Air Force Base and Randolph Air Force Base - are also included in this analysis.

Private Sector Employment

The objective of this analysis is to determine the present status of the labor force employed in private industry in the San Antonio metropolitan area by race, ethnicity, gender, and occupational distribution over a ten-year period.

In addition to looking at the total work force in San Antonio, four major industries are selected for intensive study. They are: the banking industry, hospitals, colleges and universities, and the broadcasting industry, i.e., radio and television. Each of these industries are analyzed as a total sector for selected years. An employment profile was developed for each, summarizing the composition and characteristics of their work force. A profile describing the work force for each of the major employers in these sectors for specific years is also included.

These four industries were chosen for the following reasons. First, they are major employers. Secondly, they are considered to be either stable or high growth industries. Finally, they influence, directly and indirectly, a large segment of the population in San Antonio.

More specifically, the banking industry in San Antonio was a focal point in the 1968 Commission hearings. Previous Commission studies and testimony presented at the hearing indicated that this industry was deficient in many areas regarding affirmative action and equal employment opportunity. Thus, it was decided to do an in-depth study of this industry to determine its overall employment composition and to see if any changes had occurred over the years with respect to minority employment.

Hospitals, on the other hand, are considered to be a major employer of minorities and women in San Antonio. It is also considered to be a high growth sector. As a result, it was decided to do an in-depth study to determine the composition of its work force and to examine long-range employment trends and patterns.

With respect to colleges and universities in San Antonio, previous studies by this office indicated that minorities and women fare rather poorly in terms of their overall employment in this sector. This is true not only for faculty but for administrative-type jobs as well. Only in the non-professional job areas did minorities and women begin to achieve a degree of parity with their proportion of the total population in San Antonio. Consequently, it was decided to do an intensive analysis of this sector to determine its employment composition.

The communications-broadcasting/media industry is extremely important to the minority community in San Antonio. However, it has not been totally responsive to the needs of that community in the past. Moreover, previous studies by the Federal Communications Commission and the Equal Employment Opportunity Commission indicate that minorities have not done well in this industry with respect to employment. Groups such as the Bilingual-Bicultural Coalition on Mass Media, and Image have been very concerned about the absence of minorities at all levels in the industry and have filed complaints with the Federal Communications Commission (FCC) regarding this issue. As a result, it was decided to look more closely at this industry and examine its employment patterns over the years.

C. Data Base

Because this study encompasses two major labor market sectors and four different industry areas, it was necessary to draw on a wide range of data bases. This data base is briefly described below.

1. City of San Antonio - The primary data source for analyzing the composition of the city's work force was the State and Local Government Information/EEO-4 report which is submitted to the Equal Employment Opportunity Commission (EEOC) on an annual basis. This report describes the city's work force by race, ethnicity, gender, function, job category and salary level. Reports were obtained from the city's Equal Employment Opportunity Department for the following years: 1973, 1974, 1975, 1976, 1977 and 1978. Prior to 1973, the city was not required to submit EEO-4 data to EEOC. As a result, employment data prior to that year is very limited.

   In order to establish some idea of what the municipal work force was like in 1968, it was decided to examine the city's payroll record for one pay period: December 14, 1968 through December 27, 1978. This period was determined to be the most stable period with regard to employment, hiring and turnovers in the city's work force. The technique employed to ascertain the ethnicity, race and sex composition of the work force was a visual scan of names of employees listed by department and salary in the pay record. Spanish-surnames were identified and checked against the United States Census List of Official Spanish Surnames. Females were also identified by means of a visual scan of the names. Whenever initials were used, no identification was attempted. It was not possible to determine the race of the employees on this basis. Therefore, the only racial/ethnic designation used are Anglo/Black and Mexican American. Only those municipal employees classified as full time were used in the survey.

In addition to the above, copies of the city's Affirmative Action Plan for the years 1973 through 1978 were obtained. These reports provide extensive data on the city's work force by race, ethnicity, gender and salary level. This data is further broken down by department. Also, quarterly EEO reports and other special studies were acquired as supplemental data sources.

2. Bexar County - The primary data source for determining the composition of the county's work force was the EEO-4 report. Copies of this report were obtained from the county Auditor's Office for the years 1973, 1974, 1975, 1976, 1977 and 1978. No data was available describing the county's work force by race, ethnicity and gender prior to 1973. As is the case with the city and other governmental entities the county was not required to submit EEO-4 reports to the EEOC before 1973.

3. State Work Force - Overall State work force data for the metropolitan area was provided by the Personnel and Equal Employment Opportunity Office of the Office of the Governor. Reports summarizing EEO-4 data for the individual State agencies having staff in San Antonio were provided for the years 1973, 1974, 1975, 1976, 1977 and 1978. In addition, direct inquiries were made to each of the State agencies requesting employment data for the years 1968, 1973, 1975 and 1978. These years were chosen as benchmark years in order to determine and analyze patterns and trends within the individual agencies. Over 30 State agencies responded and 25 provided data on their work force.

4. Federal Work Force - The U.S. Civil Service Commission/ Bureau of Personnel Management Information Systems (CSC/BPMIS) was the primary source of data describing the federal work force in San Antonio. Extensive use

was made of various minority group employment reports developed by CSC/BPMIS on an annual basis. Data in these reports are broken down by race, ethnicity, gender and pay plan for both white collar and blue collar federal employees. This data was available for the years 1967 through 1977. At the time this report was published, 1978 data was not yet available.

Data on an agency-by-agency basis is available only from 1975. Prior to that year, employment data was not broken down by agency for metropolitan areas. Also, data on federal women employees was not available prior to 1975.

In order to obtain employment data from each of the military installations in the San Antonio metropolitan areas, direct inquiries were made requesting information for the years 1968, 1973, 1975 and 1978.

Private Sector Data

In this portion of the study two levels of analysis are conducted. First, the characteristics of the total work force in San Antonio is described over a ten-year period to examine the changes that have occurred in its composition and distribution. The second level is concerned with four sectors - banking, hospitals, colleges and universities, and the broadcasting industry. The primary sources of data for each level are as follows:

1. Total Work Force - The primary source of data for analyzing the composition of the total work force in the San Antonio metropolitan area was the Texas Employment Commission (TEC). This agency publishes a number of reports such as the Labor Market Information Review and the Annual Manpower Planning Reports which provide extensive data on work force characteristics. In addition, EEO-1 Summary Reports prepared by the EEOC were used to determine the race, ethnicity, gender and occupational distribution of the work force.

Supplementing the above data sources was information provided by the Alamo Area Council of Governments (AACOG), the Center for Studies in Business Economics and Human Resources at the University of Texas at San Antonio, and the San Antonio Chamber of Commerce. Additional data on work force characteristics was obtained from the Department of Labor, the Bureau of Labor Statistics, and the Employment Standards Administration.

2. Sector Work Force Characteristics - The TEC and EEOC were the primary data sources for this level of analysis. The report: Equal Employment Opportunity Report: Job Patterns for Minorities and Women in Private Industry was used as a major source of data for analyzing the work force characteristics of each of the sectors. Additional data on employment patterns in these industries were obtained from the 1970 Census and other supplemental reports provided by the U.S. Census Bureau.

   Employers in each of the four sectors were also selected for more intensive analysis. Because of restrictions imposed by the Federal government, data pertaining to individual employers cannot be released unless that data is provided by the employer itself. A letter was prepared and sent to all of the banks, hospitals and colleges and universities in the San Antonio metropolitan area requesting copies of their EEO forms for the years 1975 and 1978. This letter, because it was sent to more than nine employers, had to be cleared by the Federal Office of Management and Budget. It should be noted that compliance with this request was voluntary. Many employers in the banking industry refused to provide copies of their EEO-1 forms, including some of the largest banks in the city of San Antonio.

Employment data for the various radio and television stations in the San Antonio metropolitan area was obtained from the Federal Communications Commission (FCC) in Washington, D.C. All broadcast licenses having five or more full-time employees are required to file an annual employment profile report (FCC Form 395). This report includes separate entities for the number of full-time and part-time employees and shows the number of women and minority group employees. Employees for each group are further described by the following nine job categories: Officials and Managers, Professionals, Technicians, Sales Workers, Office and Clericals, Craftsmen (Skilled), Operatives (Semi-Skilled), Laborers (Unskilled), and Service Workers.

Every employer with 15 or more employees must make and keep records and statistics regarding the composition of its work force. Each employer is also required to fill out and submit a Standard Form 100 or EEO-1 to the EEOC. This report includes separate entities for full and part-time employees and shows the number of women and minority group employees. Employees for each group are further described by the following nine job categories: Officials and Managers, Professionals, Technicians, Sales, Office and Clerical, Craftsmen (Skilled), Operatives (Semi-Skilled), Laborers (Unskilled) and Service Workers. In the context of this study all of the banks and hospitals having 15 or more employees must submit an EEO-1 form to the EEOC.

Employment data for the various colleges and universities in the San Antonio metropolitan area was either provided by special surveys or tabulations conducted by the individual institutions,or through their EEO-6 forms. The Higher Education Staff Information (EEO-6) is a joint reporting requirement of the EEOC; Office for Civil Rights, Department of Health, Education and Welfare, and the Office of Federal Contract Compliance. All public and private colleges and universities are required to complete this form if they are receiving federal funds. This report includes separate entities for those employees either on a 9-10 month contract or an 11-12 month contract. It also provides data describing the race, ethnicity, gender and salary distribution of the institutions work force. Employees are further described by the following job categories: Executive/Administrative/Managerial, Faculty, Professional Non-Faculty, Secretarial/Clerical, Technical/Paraprofessional, Skilled Crafts, and Service/Maintenance.

The data for each sector were collated, analyzed and summarized. Where appropriate, individual employees in each of the sectors are identified and their work force described. Benchmark years for each sector were established to define patterns and trends. The availability of data governed to a large extent the base years selected for in-depth analysis.

D. Data Limitations/Problems

Data compatability was a major consideration. Because of the extremely diverse data base and the long-time frame this factor took on additional significance. Also, over the years there have been changes in the terminology used to define concepts. In some instances, the terminology has been redefined, in others it has become obsolete. Moreover, new reporting instruments and procedures have been introduced from time to time with each change incorporating new data requirements. Every attempt was made to take these factors into consideration as the data was compiled and analyzed.

Another major limitation was the availability of certain kinds of data. As indicated above, the public sector, prior to 1973, was not required to submit EEO-4 reports to the EEOC. As a result, there is a severe data gap between 1968 and 1973. In the private sector, because of Federal regulations governing the identification of individual employers, the use of EEO-1 reports is restricted. Unless individual consent is given private employers cannot be identified.

A third limitation is the accuracy of data. In many instances, data describing the race, ethnicity and gender of an employee is developed through the use of visual survey techniques. Consequently, mistakes in identifying certain employees can be made. Also, errors in putting the information on the reporting forms themselves are not uncommon.

A fourth limitation is that all of the reporting instruments indicate the status of the employers work force only at one point in time. In some cases, such as with universities and colleges, this may not be a problem because of the relatively stable employment situation over the year. But in many other situations, the employers work force is usually very dynamic being influenced by economic conditions and seasonal needs. Thus, the information put on the reporting form may not be truly reflective of the employer's work force.

A fifth limitation is statistical in nature. Although every effort was made to provide a high degree of detail and accuracy errors will occur. With respect to percentage totals, for example, details may not add up to the totals because of rounding. Internal consistency in the data base was a primary consideration. Also, at times it was necessary to use the 1970 Census as a data source. Although still valid for many uses, one cannot escape the fact that the data is almost ten years old. In addition, data on labor force characteristics is usually projected using 1970 Census data as a base. Because large populations tend to remain relatively stable over long periods of time, the use of 1970 data is still acceptable. Nevertheless, this factor must be taken into consideration.

Finally, because the report draws heavily on statistical data for describing particular situations, the social, economic and political factors underlying events and conditions are, for the most part, not taken into consideration. Moreover, the work force itself is not a static entity but rather a changing, dynamic body of individuals seeking to sell their skills. Jobs are created and people are employed under very dynamic supply and demand conditions. Third party intermediaries also play a very important role in this market. For example, public and private employment agencies, unions, schools, community service agencies and regulatory agencies all play an active role in influencing the supply of labor. There are also environmental factors such as housing patterns transportation systems, cultural standards and mores external to the labor market which influence its processes and results. There is also the impact of enforcement agencies such as the Equal Employment Opportunity Commission, The Office of Federal Contract Compliance, and the Office for Civil Rights, Department of Health, Education and Welfare. Finally, there is the impact of laws and court decisions. All of these elements affect the labor market and influence, in large measure, how employers perceive their role with respect to affirmative action and equal employment opportunity.

E. The Question of Parity in Employment

In dealing with matters of discrimination, particularly when dealing with questions of fact, the courts have always looked at the general pattern of employer conduct. As part of this pattern, they have looked at the makeup of the employer's work force. The courts have also considered the use of labor force participation rates of minorities and women in a particular geographical area to infer the existence of a pattern or practice of discrimination. Marked disparities have been used as prima facie evidence of discrimination.

To a large extent, statistical disparities represent the cumulative effect of an organization's personnel practices. For example, if an unusually large number of a particular population group is concentrated in a specific occupation within an organization, the employer may be using personnel practices that are discriminatory. Affirmative Action Plans are used to correct these patterns.

One way of determining whether minorities and women are being underutilized and in order to set goals and timetables is the use of parity standards. "Parity," in the EEO context is used to describe a condition in which the percentage participation of a particular group or groups, i.e., minorities and women, in an organization is identical to the equivalent percentages of these groups in the external labor market area. In this context, "underutilization" is defined as having fewer minorities and women in a particular job classification, i.e., Officials/Managers, Professionals, Technicians, etc; then would reasonably be expected by their availability.

There are three standards of parity used in this report: population, labor force, and occupational representation.

1. Population representation is the representation of minorities and women in the general population of the area which the employer serves.
2. Labor force representation is the representation of minorities and women among employed and unemployed workers in the particular area.
3. Occupational representation is the representation of minorities and women in certain occupational classifications as defined in Employer Information Reports EEO-1, EEO-4, EEO-6, and FCC-395.

Broadly speaking, the use of parity assists in determining whether or not a group is underutilized in the work force. Of course, the degree of underutilization will vary according to which parity standard is chosen. In this report, each standard will be used as appropriate.

F. Definition of Terms

In this report the following definitions will apply:

Affirmative Action - the positive steps that are taken by an employer to overcome the effects of past discrimination and to ensure that all employees and prospective employees are afforded equal employment opportunities.

Affirmative Action Plan - A written document indicating the goals, timetables, and programs an employer - both private and public - plans to carry out in order to ensure that all employees and prospective employees are provided equal employment opportunities.

Distribution Rate - The percentage at which particular population groups, i.e., White/Anglo, Blacks, Mexican Americans, Asian Americans, Native Americans, males and females are found in the work force, the different job categories,or in the work force as a whole.

Demand for Labor - the demand for labor is the degree to which employers want to employ workers. It is a derived demand in that it is derived from the demand for the products labor can produce.

Disparate Effect - Treatment resulting from the use of criteria or standards of acceptability that tend to screen out a particular group.

Employment Process - Series of actions used by an employer to recruit, screen, select, hire, compensate, promote, transfer, discipline, and terminate applicants and/or employees.

Equal Employment Opportunity - The right of the employee or prospective employee to be treated during the course of employment or in the application for employment on his or her merit without regard to race, color, religion, national origin, sex, age, or handicap.

Labor Force - The labor force is comprised of all persons 16 years of age and over. The "Civilian Labor Force" is the total labor force, excluding military personnel, and includes all civilians classified as employed or unemployed.

Labor Market - It is a concept which refers to all of those ways in which sellers of labor (workers) and buyers of labor (employers) come into contact so that transactions (hiring, firing, transfers, etc.) can take place. A labor market is usually defined in the context of a geographical area.

Labor Market Analysis - This form of analysis identifies the number and types of jobs available as an indicator of the demand for labor; establishes the basis for devising a manpower service strategy; identifies job characteristics to ensure that participants have access to jobs, and, identifies existing or potential economic factors which may affect the overall level of employment.

Labor Force Participation Rates - This rate defines the number of workers 16 years of age and over who are in the labor force, as proportionately related to the total population of those 16 and over and not institutionalized.

Industry/Sector - A group of establishments that produce a homogeneous or very similar product or service.

Parity Standard - The measurement used to compare the percentage of minorities and women within an organization and their availability in the external labor area.

Private Sector - This sector includes businesses that are profit oriented.

Public Sector - This sector includes governmental or quasi-governmental institutions that are supported, in part, or in whole, by taxes and which provide certain kinds of public/ welfare services.

Standard Metropolitan Statistical Area (SMSA) - An SMSA is a defined geographical area of 50,000 or more population. In the context of this study the San Antonio SMSA includes Bexar, Comal and Guadalupe Counties.

With respect to the labor market, it refers to a particular geographic area from which an employer may reasonably be expected to recruit workers. The San Antonio Labor Market is for all practical purposes conterminous with the boundaries of the SMSA.

Unemployed - Unemployed persons comprise all those who did not work during the survey week, who made specific efforts to find a job within a four-week period prior to the survey, and who were available for work during the survey week. The unemployment rate represents the number of unemployed as a percent of the civilian labor force.

G. Population Group Definitions

For the purpose of this report, the following group definitions are used:

White - a person having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Black - a person having origins in any of the black racial groups of Africa.

Hispanic - a person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin regardless of race.

American Indian - a person having origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition.

Asian American or Pacific Islander - a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands.

SOURCE: U.S. Executive Office of the President, Office of Management and Budget, Circular No. A-46. Revised Transmittal Memorandum No. 6. "Race and Ethnic Standards for Federal Statistics and Administrative Reporting" (May 12, 1977).

"Minority groups" as used in this report refers to those population groups who identify themselves as black, Mexican American, American Indian and Asian American.

Also for the purpose of the report, the categories of White/Anglo and Mexican Americans are used to define whites and Hispanics, respectively. White/Anglo is a common term used to refer to non-Hispanics in Texas and in the Southwest. The category Mexican American will be used in lieu of Hispanic or Spanish Surnamed in this report.

H. Description of Job Categories

For the purpose of this report, the following job definitions are used:

Private Sector

Officials and Managers - Occupations requiring administrative personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of a firm's operations.

Professional - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.

Technicians - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through about two years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training.

Sales - Occupations engaging wholly or primarily in direct selling.

Office and Clerical - Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly nonmanual though some manual work not directly involved with altering or transporting the products is included.

Craftsmen (skilled) - Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. These workers usually exercise considerable independent judgment and receive an extensive period of training.

Operators (semi-skilled) - Workers who operate machines or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training.

Laborers (unskilled) - Workers in manual operations which generally require no special training. They perform elementary duties that may be learned in a few days and require the application of little or no independent judgment.

Service Workers - These are workers employed in both protective and nonprotective service occupations.

SOURCE: U.S. Equal Employment Opportunity Commission, Equal Employment Opportunity Report: Job Patterns for Minorities and Women in Private Industry. Volume I. 1975. Office of Planning, Research and Systems, Appendix "Employer Information Report, EEO-1 Instructions, Reporting Form, and Memorandum to All Employers," pp. 7-8.

Public Sector

Officials and Administrators - Occupations in which employees set broad policies, exercise overall responsibility for the execution of these policies, or direct individual department or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis.

Professionals - Occupations which require specialized and theoretical knowlege which is usually acquired through college training or through work experience and other training which provides comparable knowledge.

Technicians - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.

Protective Service Workers - Occupations in which workers are entrusted with public safety, security, and protection functions.

Paraprofessionals - Occupations in which workers perform some of the duties of a professional or technician in a supportive role which usually requires less formal training and/or experience normally required for professional or technical status.

Office and Clerical - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

Skilled Craft Workers - Occupations in which workers perform jobs which require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training performs.

Service/Maintenance - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

SOURCE: U.S. Equal Employment Opportunity Commission, EEOC Form 164, State and Local Government Information (EEO-4) (RCS: OMB No. 124-R009). Instruction Booklet, pp. 5-6.

I. Federal Pay Systems

There are three basic pay systems used by the Federal Government: General Schedule and Equivalent (GS), Postal Pay Systems (PFS) and Wage Board (WB). The General Schedule/GS pay system is the basic compensation schedule established by the Classification Act of 1949, as amended. The GS pay system is divided into 18 grades. Each grade, in turn, is divided into 10 steps indicating different salary increments.

Beginning in 1974, the definition of "equivalent" grades in the General Schedule was revised to more realistically represent equivalences based on position classification principles. Broadly speaking, this schedule includes all white-collar pay plans in the Federal pay system.

The Postal System utilizes a different pay and position grading system. The PFS system encompasses 29 different levels.

The other major pay and grade system used in this report is the Wage Board or WB system. This system encompasses most of the blue-collar workers employed by the Federal Government. Within this system there are three basic sub-pay and grade systems - Regular Nonsupervisory (WG), Regular Leader (WL), and Regular Supervisory (WS).

The median grade and salary distribution as referred to in statistical tables represents the grade/salary above and below which 50 percent of the employment/salary distribution lies. The "average" or mean distribution is a weighted average obtained by dividing the total of all grade employment products by the total number of employees in that grade/salary distribution.

Grade distribution data published by the Civil Service Commission are not readily comparable. Prior to 1966, grade distributions included only those employees in General Schedule or similar to GS pay systems. New GS grade equivalency procedures were implemented in 1974, 1975 and 1976. As a result, grade systems can only be compared from year to year on a very broad basis. Because of changes in salary levels over the years, no attempt was made to compare salary distribution except to note specific median and average salary levels for 1977.

In general, salaries paid to Federal employees depend on their grade level and length of service within a particular grade. Each position within an occupation is noted as to grade, and each successively higher grade requires additional duties and responsibilities.

SOURCE: U.S. Civil Service Commission, Occupations of Federal White-Collar Workers, Bureau of Personnel Management Information Systems, Work Force Analyses and Statistics Division. Pamphlet 56-12, Oct. 1976, pp. 5-6.

Table 2.1A

Population and Percent of Population in the City of San Antonio, by Race and Ethnicity: 1900 - 1970

Year	Total Population	Mexican American		White/Anglo		Black		Other	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
1900	53,321	13,722	25.7	32,000	60.0	7,538	14.2	61	0.1
1910	96,614	29,480	30.5	56,321	58.3	10,716	11.1	97	0.1
1920	161,379	59,970	37.2	86,829	53.8	14,341	8.9	239	0.1
1930	231,542	82,373	35.6	130,737	56.5	17,978	7.7	454	0.2
1940	253,854	103,000	40.6	131,221	51.6	19,235	7.6	398	0.2
1950	408,442	160,410	39.3	218,487	53.5	28,729	7.0	816	0.2
1960	587,718	243,627	41.5	300,872	51.2	41,605	7.0	1,616	0.3
1970	654,153	341,333	52.2	256,390	39.2	50,041	7.6	6,389	1.0

SOURCES: U.S. Bureau of the Census, Census of Population, 1970 General Social and Economic Characteristics, Final Report PC(1)-C45, Texas.

U.S. Census of Population and Housing, 1960 Census Tracts, San Antonio, Texas, p.13.

U.S. Census of Population, 1950, Vol. II. Characteristics of the Population, Part 43, Texas, pp. 100-103, Special Reports, Persons of Spanish Surname, p. 46.

T.N. Picnot, An Economic and Industrial Survey of San Antonio, Texas, Public Service Company, San Antonio, 1942, p. 167.

Table 2.2A

San Antonio Population Census and Estimates by Race/Ethnicity[1] 1968-1978

Year[2]	Total Population	Anglo	%	Mexican American	%	Black and Other Non-White[3]		Total Minority Population	
1968	640,866	265,286	41.4%	321,791	50.2%	53,789	8.4%	375,580	58.6%
1969	647,510	260,838	40.3	331,562	51.2	55,110	8.5	386,672	59.7
1970[4]	654,153	256,390	39.2	341,333	52.2	56,430	8.6	397,763	60.8
1971[5]	661,062	254,472	38.5	348,839	52.8	57,751	8.7	406,590	61.5
1972[5]	667,925	252,508	37.8	356,345	53.4	59,072	8.8	415,417	62.2
1973[5]	749,545	302,362[6]	40.3	381,850[6]	50.9	65,333[6]	8.7	447,183	59.7
1974[5]	761,173	303,286	39.8	391,136	51.4	66,251	8.8	457,887	60.2
1975[5]	772,719[7]	304,121[7]	39.4	400,121[7]	51.8	68,275[7]	8.8	468,396	60.6
1978[8]	816,780	312,337	38.2	429,545	52.6	74,898	9.2	504,443	61.8

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1. City of San Antonio, Planning and Community Development Department, Comprehensive Planning Division, A Report on Population: San Antonio and Bexar County, May, 1975. Table J, City of San Antonio Racial/Ethnic Composition of the Population, p. 15.
2. As of April 1 of each year.
3. Includes Blacks, Asian Americans and Native Americans.
4. U.S. Bureau of the Census, Census of Population: 1970 General Social and Economic Characteristics. Final Report PC(1)-C45. Texas.
5. Estimates based on official forecasts and extrapolation of 1950-1970 trends by City Planning Department.
6. Based on an estimated racial/ethnic composition of the areas annexed in 1972: 25% Mexican American, 70% Anglo, and 5% non-White - City Planning Department.
7. Includes 1974 Annexations.
8. City of San Antonio, Department of Planning, Racial/Ethnic Composition - 1978 Population - San Antonio and Bexar County. April 10, 1979. An interdepartment memorandum to J. Woinowsk, San Antonio Metropolitan Health District from Al Eisenmenger, Asst. Director, Department of Planning.

Table 2.3A

Bexar County Population Census and Estimates by Race/Ethnicity[1] 1968-1978

Year[2]	Total Population	Anglo	%	Mexican American	%	Black and Other Non-White		Total Minority Population[3]	
1968	801,803	387,591	48.3%	352,240	43.9%	61,972	7.7%	414,212	51.7%
1969	816,133	388,207	47.6	364,134	44.6	63,792	7.8	427,926	52.4
1970	830,460	388,822	46.8	376,027	45.3	65,611	7.9	441,638	53.2
1971[4]	843,725	389,377	46.1	387,066	45.9	67,282	8.0	454,348	53.9
1972[4]	856,990	389,986	45.5	398,057	46.4	68,947	8.0	467,004	54.5
1973[4]	870,255	390,615	44.9	409,027	47.0	70,613	8.1	479,640	55.1
1974[4]	883,520	391,276	44.3	419,978	47.5	72,266	8.2	492,244	55.7
1975[4]	896,785	391,749	43.7	430,913	48.1	74,123	8.3	505,036	56.3
1978[5]	935,960	393,665	42.1	462,645	49.4	79,898	8.5	542,543	58.0

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1. City of San Antonio, Planning and Community Development Department, Comprehensive Planning Division, A Report on Population: San Antonio and Bexar County, May 1975. Table I, Bexar County Racial/Ethnic Composition of the Population.
2. As of April 1 of each year.
3. Includes Blacks, Asian Americans and Native Americans.
4. Estimates based on official forecasts and extrapolation of 1950-1970 trends by City Planning Department.
5. City of San Antonio, Department of Planning, Racial/Ethnic Composition 1978 Population - San Antonio and Bexar County - April 10, 1979. An interdepartment memorandum to J. Woinowsk, San Antonio Metropolitan Health District from Al Essenmenger, Asst. Director, Department of Planning.

Table 2.4A

San Antonio SMSA Population Census and Estimates by Race, Ethnicity and Gender 1970-1978

	1970[1]		1977[2]		1978[3]	
Total Population	888,179	100.0%	977,200	100.0%	987,200	100.0%
Male	436,259	49.1	479,962	49.1	484,863	49.1
Female	451,920	50.9	497,238	50.9	502,337	50.9
Anglo/White	426,570	49.2%	470,111	48.1%	475,100	48.1%
Male	217,671	49.9	234,218	49.8	236,699	49.8
Female	218,899	50.1	235,893	50.2	238,409	50.2
Minority Population[4]	451,609	50.8%	507,089	51.9%	512,100	51.9%
Male	218,570	48.4	245,744	48.5	248,172	48.5
Female	233,039	51.6	261,345	51.5	263,928	51.5
Blacks/Other Non-White	59,565.	6.7%	76.208	7.8%	76,942	7.8%
Male	28,846	48.4	37,275	48.9	37,632	48.9
Female	30,719	51.6	38,933	51.1	39,312	51.1
Spanish Surnamed	392,144	44.1%	430,881	44.1%	435,158	44.1%
Male	189,724	48.4	208,469	48.4	210,548	48.4
Female	202,420	51.6	222,412	51.6	224,618	51.6

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1. Texas Employment Commission, Labor Market Information - San Antonio SMSA. Table 1, SMSA Population by Race, Ethnic Group, Sex and Age In 1970.
2. Texas Employment Commission, Labor Force Employment and Unemployment/ Population Data by Race, Ethnicity and Gender, San Antonio SMSA, Oct. 1977.
3. Texas Employment Commission, Population, Labor Force, Employment/Un-Employment Data by Race, Ethnicity and Gender, San Antonio SMSA, Oct. 1978.
4. Minority population includes blacks, Spanish Surnamed, Asian and Native Americans.

SMSA includes Bexar, Comal and Guadalupe Counties.

NOTE: Population estimates are based on updates prepared by the Bureau of Census. Estimates by race, ethnic group, and sex projected from the 1970 Census.

Table 2.5A
Population and Employment Status Profile of Persons By Race/Ethnicity and Gender - San Antonio
1970

Population Group	Total Population[1]	Percent of Total Population	Total Labor Force[3]	Percent in Labor Force	Labor Force Participation Rate [4]	Un-Employment Rate [5]	Median Education Level[6]	Median Annual Earnings [7]	Median Family Income[8]	Percent Below Poverty Level [9]
Total Population	654,153	100.0%	430,166	65,8%	57.8%	4.3%	10.8	$ 4,580	$ 7,734	17.5%
Male	310,226	47.4	196,743	63.4	76.2	3.8	11.0	5,927		
Female	343,927	52.6	233,423	67.9	39.5	5.1	10.7	3,233		
Anglo/White	262,997	40.2%	197,370	75.0%	-	4.3%	12.1	$ 3,986	$ 7,979	8.8%
Male	122,917	46.7	89,614	72.9	-	3.7	12.0	5,264		
Female	140,080	53.3	107,756	76.9	-	5.0	12.2	2,708		
Minority	391,156	59.8%	232,795	59.5%	57.7%	5.5%	9.3	$ 3,714	$ 5,906	28.2%
Male	187,309	47.9	107,129	57.2	72.5	4.7	9.5	4,810		
Female	203,847	52.1	125,667	61.6	43.0	6.3	9.1	2,619		
Blacks	49,823	7.6%	32,206	64.6%	59.3%	5.8%	10.8	$ 3.532	$ 5,374	31.2%
Male	22,975	46.1	14,204	61.8	68.4	5.2	10.8	4,662		
Female	26,848	53.9	18,002	67.1	50.3	6.5	10.8	2,402		
Spanish Surnamed	341,333[2]	52.2%	200,590	58.8%	56.1%	5.2%	7.8	$ 3,897	$ 6.438	25.3%
Male	164,334	48.1	92,925	56.5	76.6	4.2	8.3	4,959		
Female	176,999	51.9	107,665	60.8	35.7	6.2	7.4	2,836		

Table 2.5A (Cont.)

1. U.S. Bureau of the Census, Census of Population: 1970 General Population Characteristics, Final Report PC(1)-B45. Texas. Table 23, Race by Sex for Areas and Places.
2. U.S. Bureau of the Census, Census of Population: 1970 General Social and Economic Characteristics, Final Report PC(1)-C45 Texas. (hereafter cited as General Social and Economic Characteristics, Texas). Table 96, General Characteristics of Persons of Spanish Language or Spanish Surname for Areas and Places: 1970.
3. In statistics, a person enters the labor force when he/she reaches 16 years of age. The labor force includes all persons 16 years and over except for those in the military. Census of Population: 1970 General Population Characteristics. Table 24. Age by Race and Sex, for Areas and Places: 1970, and General Social and Economic Characteristics, Texas. Table 96.
4. General Social and Economic Characteristics, Texas. Table 85, Employment Status by Sex, for Areas and Places: 1970; Table 92, Employment Characteristics of the Negro Population for Areas and Places: 1970; and, Table 98, Employment Characteristics of Persons of Spanish Language or Spanish Surname for Areas and Places: 1970.
5. Ibid.
6. Ibid. Table 83, Educational Characteristics for Areas and Places: 1970; Table 91. Social Characteristics of the Negro Population for Areas and Places: 1970; and, Table 97. Social Characteristics of Persons of Spanish Language or Spanish Surname for Areas and Places: 1970.
7. Ibid. Table 89. Income in 1969 of Families, Unrelated Individuals, and Persons for Areas and Places: 1970; Table 93, Occupation and Earnings of the Negro Population for Areas and Places: 1970; and, Table 99, Occupation and Earnings of Persons of Spanish Language or Spanish Surname for Areas and Places: 1970.
8. Ibid.
9. Ibid. Table 90. Poverty Status in 1969 of Families and Persons for Areas and Places: 1970; Table 95, Poverty Status in 1969 of Negro Families and Persons for Areas and Places: 1970; and, Table 101, Poverty Status in 1969 of Families and Persons of Spanish Language or Spanish Surname for Areas and Places: 1970.

Table 3.1B
Labor Force and Employment Status - San Antonio: 1968-1978
Total Employment[1]

Minority Group/Sex	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
Total Average Employment	274,650	280,700	285,472	295,050	301,750	307,550	317,100	324,100	331,650	341,250	354,900
Male	166,987	170,946	173,566	179,390	183,464	186,990	192,797	197,053	201,164	207,480	215,779
Female	107,663	109,754	111,906	115,660	118,286	120,560	124,303	127,047	130,486	133,770	139,121
Anglo/White	142,543	145,683	148,160	153,131	156,608	159,618	164,575	168,208	172,126	177,109	184,193
Male	84,528	86,390	87,883	90,807	92,869	94,653	97.593	99,747	102,071	105,026	109,226
Female	58,015	59,293	60,277	62,324	63,739	64,965	66,982	68,461	70,055	72,083	74,967
Minority	132,107	135,017	137,312	141,919	145,142	147,932	152,525	155,892	159,524	164,141	170,707
Male	82,435	84,251	85,683	88,557	90,569	92,310	95,176	97,277	99,543	102,424	106,521
Female	49,672	50,766	51,629	53,362	54,573	55,622	57,349	58,615	59,981	61,717	64,186
Black	17,852	18,246	18,556	19,178	19,614	19,991	20,612	21,067	21,557	22,181	23,069
Male	8,836	9,032	9,203	9,493	9,709	9,896	10,203	10,428	10,671	10,980	11,419
Female	9,015	9,214	9,353	9,685	9,905	10,095	10,409	10,639	10,886	11,201	11,650
Spanish Surnamed	112,057	114,526	116,758	120,380	123,114	125,480	129,377	132,233	135,150	139,230	144,799
Male	72,725	74,327	75,776	78,127	79,901	81,437	83,966	85,819	87,712	90,360	93,974
Female	39,332	40,199	40,982	42,253	43,213	44,043	45,411	46,414	47,438	48,870	50,825

SOURCE: Texas Employment Commission, San Antonio Labor Force Estimates 1968-1978.

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[1] Includes Blacks, Spanish surnamed, Asian and Native Americans.

Table 3.2B

Employment Profile - Annual Average Work Force - San Antonio SMSA 1968-1978

Year	Area Work Force Total	Area Employment	Area Un-Employment	Area Rate of Unemployment	State Un-Employment	National Un-Employment
1968[1]	292,030	284,350	7,640	2.6	2.7	3.6
1969[2]	292,270	283,660	8,270	2.8	2.7	3.5
1970[3]	323,150	307,550	15,600	4.7	3.6	5.0
1971[4]	--	--	--	--	4.2	5.9
1972[4]	--	--	--	--	3.7	4.9
1973[5]	336,850	323,650	12,550	3.7	3.1	4.9
1974[6]	356,850	337,400	19,450	5.5	4.3	5.6
1975	363,600	337,100	26,500	7.3	5.6	8.5
1976	379,700	351,500	28,200	7.4	5.7	7.7
1977	390,950	363,900	27,050	6.9	5.3	7.0
1978	409,000	380,850	28,150	6.4	4.8	6.0

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1. Texas Employment Commission, Annual Manpower Planning Report, San Antonio, Texas, First Quarter 1969, pp. 4-5.
2. Ibid. as of February, 1969.
3. Texas Employment Commission, Labor Force Estimates - San Antonio, Annual Manpower Planning Report, San Antonio SMSA, February 1974, p. 27.
4. No data available for these years due to changes in statistical base. In 1974, place of residence in the labor market area - Bexar, Comal and Guadalupe counties - was used for determining whether a person was in the San Antonio labor force. Prior to 1974 place of work was used for determining whether a person was in the San Antonio work force. Therefore,data had to be revised to reflect changes in labor market area.
5. Texas Employment Commission, Labor Force Estimates - San Antonio SMSA - Data reflects annual average employment for the year in question.
6. Texas Employment Commission, Labor Market Information Review for San Antonio SMSA, San Antonio, Texas. Includes all subsequent years.

- From 1968 to 1974 the San Antonio labor market area included only Bexar and Guadalupe counties. In 1974 Comal County was added.

Table 3.3B

Employment Profile - Civilian Work Force Status by Race, Ethnicity and Gender - San Antonio

Work Force - Male	1960[1]	1970[2]	1975[2]	1978[3]	% Change 1960-1978
Total Males	128,198	195,400	221,400	227,400	56.4%
Employed	121,435	187,150	207,350	216,850	56.0%
Unemployed	6,763 (5.6%)	8,250 (4.4%)	14,050 (6.8%)	10,600 (4.9%)	
Anglo	68,662	97,700	110,150	113,500	60.5%
Employed	66,412	94,300	104,400	109,200	60.8%
Unemployed	2,250 (3.3%)	3,400 (3.5%)	5.650 (5.1%)	4,300 (3.8%)	
Black/Other	9,126	11,800	13,550	13,800	66.1%
Employed	8,560	11,100	12,350	12,900	66.4%
Unemployed	566 (6.2%)	700 (5.9%)	1,200 (8.9%)	900 (6.5%)	
Spanish Surnamed	50,410	85,900	97,700	100,150	50.3%
Employed	46,463	81,750	90,600	94,750	49.0%
Unemployed	3,947 (7.8%)	4,150 (4.8%)	7,100 (7.3%)	5,400 (5.4%)	
Work Force - Female					
Total Females	67,561	127,750	145,750	148,990	45.4%
Employed	64,175	120,400	133,350	139,500	46.0%
Unemployed	3,386 (5.3%)	7,350 (6.1%)	12,400 (9.3%)	9,400 (6.7%)	
Anglo	60,244[4]	68,400	77,600	79,650	75.6%
Employed	57,340	65,250	72,300	75,600	75,8%
Unemployed	2,904 (4.8%)	3,150 (4.8%)	5,300 (7.3%)	4,050 (5.4%)	
Black/Other	7,317	11,950	13,700	13,950	52.5%
Employed	6,835	11,100	12,250	12,850	53.2%
Unemployed	482 (7.1%)	850 (7.7%)	1,4[illegible] (11.8%)	1,100 (8.6%)	
Spanish Surnamed	--	47,400	54,450	55,300	85.7%
Employed	--	44,050	48,800	51,050	86.3%
Unemployed	--	3,350 (7.5%)	5,650 (11.6%)	4,250 (8.3%)	

1. Texas Employment Commission, Annual Manpower Planning Report, San Antonio, Texas, First Quarter, 1969, p. 19.
2. Texas Employment Commission, Annual Planning Report, San Antonio Standard Metropolitan Statistical Area, June 1976, p. 16.
3. Texas Employment Commission, Annual Planning Information Report for Fiscal Year 1979. San Antonio Standard Metropolitan Statistical Area, May 1978.
4. Total includes Spanish surname females.

Table 3.4B

Employment Profile - Labor Force Participation Rates - San Antonio Metropolitan Area 1960 and 1970

Total Work Force	1960[1]	1970[2]
Male	71.3	79.3
Female	32.8	39.3
White/Anglo		
Male	71.5	--[3]
Female	31.7	--
Mexican American		
Male	75.0	77.3
Female	26.8	35.7
Black		
Male	69.6	73.4
Female	46.7	50.4

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1. 1960 Census of Population.
2. U.S. Bureau of the Census, Census of Population: 1970 General Social and Economic Characteristics Final Report PC(1)-C45, Texas. Table 85, Employment Status by Sex, for Areas and Places: 1970; Table 92, Employment Characteristics of the Negro Population for Areas and Places: 1970; and, Table 98, Employment Characteristics of Persons of Spanish Language or Spanish Surname for Areas and Places: 1970.
3. No data available for the White/Anglo population in the San Antonio Metropolitan Area.

Table 3.5B

Employment Profile - Industry of Employment
Annual Average - San Antonio SMSA[1]
By Industry Group

Industry Group					ANNUAL AVERAGE EMPLOYMENT									
	1968[2]		1973[4]		1974[4]		1975[4]		1976[4]		1977[4]		1978[5]	
Civilian Work Force	292,030[3]		336,850		356,850		363,600		379,700		390,950		409,000	
Unemployed	7,640		12,550		19,450		26,500		28,200		27,050		28,150	
Percent Unemployed		2.6		3.7		5.5		7.3		7.4		6.9		6.5
Employment Total	284,350	100.0%	323,650	100.0%	337,400	100.0%	337,100	100.0%	351,500	100.0%	363,900	100.0%	374,850	100.0%
Wage & Salary Employment Total	247,670	87.0	285,650	88.3	317,100	94.0	317,000	94.0	331,650	94.4	341,250	94.0	354,900	94.7
Manufacturing	29,440	10.3	33,900	10.5	39,650	11.8	37,100	11.0	40,700	11.6	41,850	11.5	45,600	12.2
Durable	11,740	4.1	14,950	4.6	17,400	5.2	16,150	4.8	18,200	5.2	19,650	5.4	21,650	5.8
Nondurable	17,700	6.2	18,950	5.9	22,250	6.6	20,950	6.2	22,500	6.4	22,200	6.1	23,850	6.4
Nonmanufacturing	218,230	76.7	251,750	77.8	277,450	82.2	279,900	83.0	290,950	82.8	299,400	82.3	309,300	82.5
Mining	1,470	0.5	1,600	0.5	1,600	0.5	1,650	0.5	1,750	0.5	1,750	0.5	1,800	0.5
Contract Construction	17,210	6.1	19,850	6.1	22,750	6.7	19,000	5.6	18,650	5.3	21,100	5.8	25,000	6.7
Transportation and Public Utilities	10,370	3.6	12,100	3.7	13,850	4.1	13,900	4.1	14,350	4.1	14,900	4.1	16,150	4.3
Trade	60,080	21.1	68,850	21.3	77,800	23.1	78,950	23.4	84,650	24.1	86,550	23.8	87,750	23.4
Finance, Insurance and Real Estate	14,970	5.3	19,650	6.1	20,250	6.0	20,750	6.2	21,650	6.2	22,850	6.3	24,800	6.6
Services & Misc.	43,570	15.3	46,100	14.2	56,600	16.8	59,250	17.6	61,700	17.6	63,950	17.6	66,450	17.7
Government Total	70,170	24.7	83,250[7]	25.7	84,600	25.1	86,400	25.6	88,200	25.1	88,300	24.3	87,350	23.3
Federal	41,830	14.7	--		40,700	12.1	39,700	11.8	38,500	11.0	37,850	10.4	37,850	10.1
State	28,340[6]	10.0	--		5,700	1.7	6,550	1.9	7,650	2.1	8,350	2.3	8,400	2.2
Local	--		--		38,200	11.3	40,150	11.9	42,050	12.0	42,100	11.6	41,100	11.0
All Other Nonagricultural Employ.	31,180	11.0	33,100	10.2	--[8]		--[8]		--[8]		--[8]		--[8]	
Agriculture & Related	5,580	2.0	5,300	1.6	--		--		--		--		--	

1. Defined as Bexar, Comal and Guadalupe Counties.
2. In 1968, the San Antonio SMSA was defined as Bexar and Guadalupe Counties. In 1973, Comal County was added to the SMSA.
3. Texas Employment Commission, Annual Manpower Planning Report, San Antonio, Texas. First Quarter 1969. Annual Labor Area Work Force, pp. 4-5.
4. Texas Employment Commission, Labor Force Estimates - San Antonio SMSA. Data included in table reflects annual average employment for the year in question.
5. Texas Employment Commission, San Antonio Labor Market Review. Vol. 34, No. 10, October 1978. Data is current as of August, 1978.
6. No data available.
7. No data available.
8. No data available.

Table 3.6B

Employment Profile - Industrial Composition of the San Antonio Labor Area Work Force - Annual Averages 1968 - 1978

By Employment Sector

Employment Sector	1968[1]		1970		1971		1972		1973		1974		1975		1976		1977		1978[4]	
Total Wage & Salary Employment[2]	247,280	100.0	270,800	100.0	278,050	100.0	291,750	100.0	307,550	100.0	317,100	100.0	317,000	100.0	331,650	100.0	341,250	100.0	354,900	100.0
Manufacturing	29,440	11.9	37,750	13.9	35,900	12.9	36,700	12.6	39,300	12.8	39,650	12.5	37,100	11.7	40,700	12.3	41,850	12.3	45,600	12.8
Non-Manufacturing	217,840	88.1	233,050	86.1	242,150	87.1	255,050	87.4	268,250	87.2	277,450	87.5	279,900	88.3	290,950	87.7	299,400	87.7	309,300	87.2
Mining	1,470	0.6	1,600	0.6	1,600	0.6	1,700	0.6	1,600	0.5	1,600	0.5	1,650	0.5	1,750	0.5	1,750	0.5	1,800	0.5
Contract Construction	17,210	7.0	15,150	5.6	17,400	6.3	19,800	6.8	22,900	7.4	22,750	7.2	19,000	6.0	18,650	5.6	21,100	6.2	25,000	7.0
Transport/ Utilities/ Comm.	10,370	4.2	11,800	4.4	11,600	4.2	12,250	4.2	13,100	4.3	13,850	4.4	13,900	4.4	14,350	4.3	14,900	4.4	16,150	4.6
Trade	60,080	24.3	65,300	24.1	67,800	24.4	71,850	24.6	76,150	24.8	77,800	24.5	78,950	24.9	84,650	25.6	86,550	25.4	87,750	24.7
Finance/ Insurance/ Real Estate	14,970	6.1	15,750	5.8	16,750	6.0	18,200	6.2	19,350	6.3	20,250	6.4	20,750	6.5	21,650	6.5	22,850	6.7	24,800	7.0
Services and Miscellaneous	43,570	17.6	46,050	17.0	47,350	17.0	49,950	17.1	53,600	17.4	56,600	17.8	59,250	18.7	61,700	18.6	63,950	18.7	66,450	18.7
Government[3]	70,170	28.3	77,400	28.6	79,650	28.6	81,300	27.9	81,550	26.5	84,600	26.7	86,400	27.3	88,200	26.6	88,300	25.8	87,350	24.7

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1. Texas Employment Commission, Annual Manpower Planning Report, San Antonio, Texas. First Quarter, 1969. Annual Labor Area Work Force, pp. 4-5. Note: In 1968, the San Antonio Labor Area/SMSA encompassed Bexar and Guadalupe Counties.
2. Texas Employment Commission, Labor Force Estimates - San Antonio SMSA. Data included in table reflects annual average employment for the year in question., (1970-1977).
3. Includes Federal, State and local governments in the metropolitan area.
4. Texas Employment Commission, San Antonio Labor Market Review. Vol. 34, No. 10, October, 1978. Data is current as of August, 1978.

Table 3.7B

Employment Profile - Occupational Distribution of The Work Force - San Antonio SMSA

Job Categories/Occupations	1960[1]		1968[2]		1970[3]		1974[4]		1978[4]	
Total - All Occupations	185,604	100.0%	234,240	100.0%	285,474	100.0%	339,000	100.0%	379,800	100.0%
Professional, Technical & Kindred	19,316	10.4	30,980	13.2	39,681	13.9	44,000	13.0	49,900	13.1
Managers, Officials and Proprietors	17,105	9.2	15,390	6.6	24,551	8.6	35,800	10.6	39,900	10.5
Sales Workers	15,068	8.1	19,960	8.5	24,551	8.6	25,800	7.6	28,400	7.5
Clerical Workers & Kindred	32,952	17.8	49,105	21.0	59,093	20.7	69,700	20.6	80,000	21.1
Craftsmen, Foremen and Kindred	27,362	14.7	37,440	16.0	41,679	14.6	48,000	14.2	54,100	14.2
Operatives (Including Transport)	27,698	14.9	26,660	11.4	39,395	13.8	44,800	13.2	49,200	13.0
Service Workers	24,852	13.4	30,275	12.9	39,395	13.8	47,600	14.0	53,600	14.1
Laborers, Except Farm	11,265	6.1	24,430	10.4	13,703	4.8	20,300	6.0	22,000	5.8
Farmers and Farm Workers	986	0.5	—		3,426	1.2	3,000	0.8	2,700	0.7
Not Reported	9,000	4.8								

1. Texas Employment Commission, Annual Manpower Planning Report, San Antonio, Texas. First Quarter, 1969. Skill Levels of the Work Force: 1960 Census, p. 16.
2. Ibid. Employment in Occupations, p. 25.
3. U.S. Bureau of the Census, Census of Population: 1970 General Social and Economic Characteristics Final Report PC(1)-C45 Texas, Table 86, Occupation of Employed Persons for Areas and Places: 1970.
4. Texas Employment Commission, Job Scene 1985, Employment Projections by Specific Industries and Occupations: San Antonio, March, 1978, Table B, Employment by Occupation.

Table 3.8B

Employment by Occupation, Race, Ethnicity and Gender - San Antonio SMSA - 1970

Occupation	Total	BOTH SEXES				FEMALE				
		White/ Anglo	Black	Spanish Surnamed	Other	Total	White/ Anglo	Black	Spanish Surnamed	Other
Total All Occupations	285,474	147,980	18,657	116,878	1,959	121,168	69,836	9,397	41,066	869
Professional Technical & Kindred	31,179	21,013	1,772	8,065	329	15,547	11,334	1,165	2,904	144
Managers and Administrators	19,580	13,318	485	5,610	167	4,230	3,046	132	1,023	29
Sales Workers	21,489	13,466	429	7,480	114	10,005	6,375	263	3,313	54
Clerical and Kindred	55,231	31,520	2,631	20,688	392	43,680	28,264	1,654	13,498	264
Craftsmen, Foremen and Kindred	44,612	22,049	1,791	20,571	201	2,578	1,346	103	1,104	25
Operatives Except Transport	35,000	14,650	1,325	18,817	208	15,385	7,013	385	7,894	93
Transport Operatives	13,481	5,771	1,138	6,545	27	399	213	19	164	3
Non-Farm Laborers	17,690	6,955	1,156	9,467	112	1,400	638	103	654	5
Service Except Household	38,773	15,982	5,392	17,064	335	22,798	10,696	3,210	8,712	180
Private Household Workers	5,714	1,480	2,407	1,753	74	4,774	700	2,325	1,677	72
Farm Workers	2,725	1,776	131	818	0	372	211	38	123	0

SOURCE: Texas Employment Commission, Labor Force Occupation Structure, 1970, Research Office/TEC, San Antonio, TX.

Table 3.8B(2) Cont.

Employment by Occupation, Race, Ethnicity and Gender - San Antonio SMSA - 1970

Percentage Distribution (Vertical)

Occupation	BOTH SEXES					FEMALE				
	Total	White/ Anglo	Black	Spanish Surnamed	Other	Total	White/ Anglo	Black	Spanish Surnamed	Other
Total All Occupations	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Professional Technical & Kindred	10.9	14.1	9.5	6.9	16.8	12.8	16.2	12.4	7.1	16.6
Managers and Administrators	6.9	9.0	2.6	4.8	8.5	3.5	4.4	1.4	2.5	3.3
Sales Workers	7.5	9.1	2.3	6.4	5.8	8.3	9.1	2.8	8.1	6.2
Clerical and Kindred	19.3	21.3	14.1	17.7	20.0	36.0	40.5	17.6	32.9	30.4
Craftsmen, Foremen and Kindred	15.6	14.9	9.6	17.6	10.3	2.1	1.9	1.1	2.7	2.9
Operatives Except Transport	12.3	9.9	7.1	16.1	10.6	12.7	10.0	4.1	19.2	10.7
Transport Operatives	4.7	3.9	6.1	5.6	1.4	0.3	0.3	0.2	0.4	0.3
Non-Farm Laborers	6.2	4.7	6.2	8.1	5.7	1.2	0.9	1.1	1.6	0.6
Service Except Household	13.6	10.8	28.9	14.6	17.1	18.8	15.3	34.2	21.2	20.7
Private Household Workers	2.0	1.0	12.9	1.5	3.8	3.9	1.0	24.7	4.1	8.3
Farm Workers	1.0	1.2	0.7	0.7	0.0	0.4	0.4	0.4	0.2	0,0

SOURCE: Texas Employment Commission, Labor Force Occupation Structure, 1970, Research Office/TEC, San Antonio, TX.

Table 3.8B(3) Cont.

Employment by Occupation, Race, Ethnicity and Gender - San Antonio SMSA - 1970

Percentage Distribution (Horizontal)

Occupation	Total	BOTH SEXES				FEMALE				
		White/ Anglo	Black	Spanish Surnamed	Other	Total	White/ Anglo	Black	Spanish Surnamed	Other
Total All Occupations	100.0%	51.8	6.5	40.9	0.8	100.0%	57.6	7.8	33.9	0.7
Professional Technical & Kindred	100.0%	67.4	5.7	25.9	1.0	100.0%	72.9	7.5	18.7	0.9
Managers and Administrators	100.0%	68.0	2.5	28.7	0.8	100.0%	72.0	3.1	24.2	0.7
Sales Workers	100.0%	62.7	2.0	34.8	0.5	100.0%	63.7	2.6	33.1	0.5
Clerical and Kindred	100.0%	57.1	4.8	37.5	0.6	100.0%	64.7	3.8	30.9	0.6
Craftsmen, Foremen and Kindred[1]	100.0%	49.4	4.0	46.1	0.5	100.0%	52.2	4.0	42.8	1.0
Operatives Except Transport	100.0%	41.8	3.9	53.8	0.5	100.0%	45.6	2.5	51.3	0.6
Transport Operatives	100.0%	42.8	8.4	48.5	0.3	100.0%	53.4	4.8	41.1	0.7
Non-Farm Laborers	100.0%	39.4	6.5	53.5	0.6	100.0%	45.6	7.4	46.7	0.3
Service Except Household	100.0%	41.2	13.9	44.0	0.9	100.0%	46.9	14.1	38.2	0.8
Private Household Workers	100.0%	25.9	42.1	30.7	1.3	100.0%	14.7	48.7	35.1	1.5
Farm Workers	100.0%	65.1	4.8	30.0	0.0	100.0%	56.7	10.2	33.1	0.0

SOURCE: Texas Employment Commission, Labor Force Occupation Structure, 1970, Research Office/TEC, San Antonio, TX.

Table 3.9B
Employed Population 16 Years Old and Over
By Race, Ethnicity and Occupation - San Antonio - 1970

Occupation	Total	M	F	White*	M	F	Black	M.	F	Other Races	M	F.	Mexican American	M	F	Minority Group**	F
Total - All Occupations	222,287	135411	86,876	203,817	126212	77,705	16,749	8,317	8,432	1,721	982	739	102,862	66,889	35,973	121,332	45,144
Professional, Technical & Kindred Workers	28,996	16,126	12,870	27,144	15,417	11,727	1,583	551	1,032	269	158	111	7,000	4,514	2,486	8,852	3,629
Engineers, Technical	2,156	2,156	0	2,119	2,119	0	28	28	0	9	9	0	409	409	0	446	0
Physicians, Dentists & Related Practices	1,243	1,243	0	1,179	1,179	0	28	28	0	36	36	0	387	387	0	451	0
Medical & Other Health Workers Exc. Practs.	2,863	401	2,462	2,555	348	2,207	270	48	222	38	5	33	763	212	551	1,071	806
Teachers, Elem. & Sec. Schools	7,671	1,772	5,899	6,927	1,654	5,273	697	118	579	47	0	47	1,464	511	953	2,208	1,579
Technicians, Exc. Health	2,696	2,448	248	2,572	2,333	239	99	90	9	25	25	0	1,210	1,107	103	1,334	112
Other Professional Workers[1]	12,367	8,106	4,261	11,792	7,784	4,008	461	239	222	114	83	31	2,767	1,888	879	3,342	1,132
Managers & Adminis. Exc. Farm	17,940	14,603	3,337	17,332	14,148	3,184	455	327	128	153	128	25	4,974	4,098	876	5,582	1,029
Salaried - Manufacturing	1,172	-	-	1,163	-	-	5	-	-	4	-	-	204	-	-	213	-
- Retailed Trade	3,997	-	-	3,865	-	-	94	-	-	38	-	-	1,300	-	-	1,432	-
- Other Industries[1]	9,222	-	-	8,943	-	-	245	-	-	34	-	-	2,114	-	-	2,393	-
Self-employed - Retail Trade	1,708	-	-	1,591	-	-	56	-	-	61	-	-	784	-	-	901	-
- Other Industries	1,841	-	-	1,770	-	-	55	-	-	16	-	-	572	-	-	643	-
Sales Workers	18,907	11,629	7,278	18,421	11,411	7,010	303	158	225	103	60	43	6,574	3,582	2,992	7,060	1,260
Manufacturing & Wholesale Trade	4,118	4,118		4,056	4,056	0	54	54	0	8	8	0	1,007	1,007	0	1,069	-
Retail Trade	10,848	4,894	5,954	10,501	4,791	5,710	278	69	209	69	34	35	4,558	1,960	2,598	4,905	2,842
Other Sales Workers[1]	3,941	2,617	1,324	3,864	2,564	1,300	51	35	16	26	18	8	1,009	615	394	1,086	418
Clerical and Kindred Workers	47,082	14,008	33,074	44,311	13,004	31,307	2,430	905	1,525	341	99	242	18,663	6,652	12,011	21,434	13,778
Bookkeepers	4,811	1,079	3,732	4,676	1,037	3,639	119	42	77	16	0	16	1,476	426	1,050	1,611	1,143
Secretaries, Stenos & Typists	12,677	555	12,122	12,258	523	11,735	353	26	327	66	6	60	4,513	263	4,250	4,932	4,637
Other Clerical Workers[1]	29,594	12,374	17,220	27,377	11,444	15,933	1,958	837	1,121	259	93	166	12,674	5,963	6,711	14,891	7,998
Craftsmen, Foremen & Kindred Wkrs.	33,298	31,632	1,666	31,505	29,938	1,567	1,602	1,523	79	191	171	20	18,499	17,512	987	20,292	1,086
Auto Mechanics & Body Repairmen	3,027	-	-	2,775	-	-	239	-	-	13	-	-	1,493	-	-	1,745	-
Mechanics & Repairmen, Exc. Auto	7,629	-	-	7,069	-	-	497	-	-	63	-	-	4,077	-	-	4,637	-
Machinists	675	-	-	666	-	-	0	-	-	9	-	-	377	-	-	386	-
Metal Craftsmen, Exc. Mechanics and Mach.	1,492	-	-	1,429	-	-	58	-	-	5	-	-	916	-	-	979	-
Carpenters	2,403	-	-	2,308	-	-	90	-	-	5	-	-	1,520	-	-	1,615	-
Construction Craftsmen, Exc. Carpenters	8,639	-	-	6,387	-	-	210	-	-	34	-	-	4,443	-	-	4,695	-
Other Craftsmen[1]	11,433	-	-	10,871	-	-	500	-	-	62	-	-	5,673	-	-	6,235	-

Table 3.9B Cont.

Employed Population 16 Years Old and Over
By Race, Ethnicity and Occupation - San Antonio - 1970

Occupation	Total	M	F	White*	M	F	Black	M	F	Other Races	M	F	Mexican American	M	F	Minority Group**	F
Operatives, Exc. Transportation	22,062	13,647	8,415	20,713	12,716	7,997	1,169	823	346	180	108	72	16,255	9,287	6,968	17,604	7,386
Durable Goods Manufacturing	4,130	3,510	620	3,880	3,295	585	237	202	35	13	13	0	2,858	2,483	375	3,108	410
Nondurable Goods Mfg.	7,420	2,703	4,717	7,133	2,537	4,596	233	162	71	64	14	50	6,310	1,964	4,346	6,597	4,467
Non-manufacturing Industries[1]	10,512	7,434	3,078	9,700	6,884	2,816	709	469	240	103	81	22	7,087	4,840	2,247	7,899	2,509
Transport Equipment Operatives	9,578	9,342	236	8,529	8,311	218	1,019	1,004	15	30	27	3	5,842	5,701	141	6,831	159
Truck Drivers	4,002	-	-	3,494	-	-	493	-	-	15	-	-	2,463	-	-	2,971	-
Other Transport Equipment Operatives[1]	5,576	-	-	5,035	-	-	526	-	-	15	-	-	3,379	-	-	3,920	-
Laborers, Except Farm	11,111	10,346	765	10,021	9,358	663	987	890	97	103	98	5	8,045	7,503	542	9,135	644
Construction Laborers	2,588	-	-	2,481	-	-	79	-	-	28	-	-	2,182	-	-	2,289	-
Freight Stock & Material Handlers	4,519	-	-	4,102	-	-	390	-	-	27	-	-	3,211	-	-	3,628	-
Other Laborers Exc. Farm[1]	4,004	-	-	3,438	-	-	518	-	-	48	-	-	2,652	-	-	3,218	-
Agricultural Workers	871	724	147	790	676	114	81	48	33	0	0	0	384	309	75	465	108
Farmers & Farm Managers	350	313	37	320	290	30	30	23	7	0	0	0	46	39	7	76	14
Farm Laborers & Unpaid Family Workers	12	12	0	12	12	0	0	0	0	0	0	0	0	0	0	0	0
Farm Laborers (Exc. Unpaid) and Farm Foremen[1]	509	399	110	458	374	84	51	25	26	0	0	0	338	270	68	389	94
Service Workers, Exc. Private Households	28,374	13,229	15,145	23,174	11,062	12,112	4,919	2,038	2,881	281	129	152	15,209	7,659	7,550	20,409	10,583
Cleaning Service Workers	6,591	4,407	2,184	5,146	3,463	1,683	1,372	909	463	73	35	38	4,425	2,991	1,434	5,870	1,935
Food Service Workers	9,095	3,587	5,508	7,405	2,861	4,544	1,547	659	888	143	67	76	4,922	2,278	2,644	6,612	3,608
Health Service Workers	4,286	526	3,760	3,104	449	2,655	1,158	73	1,085	24	4	20	2,006	364	1,642	3,188	2,747
Personnel Service Workers	3,991	1,428	2,563	3,462	1,222	2,240	511	206	305	18	0	18	2,180	792	1,388	2,709	1,711
Protective Service Workers	2,831	2,551	280	2,735	2,482	253	91	64	27	5	5	0	1,064	952	112	1,160	139
Other Service Workers Exc. Private Household	1,580	730	850	1,322	585	737	240	127	113	18	18	0	612	282	330	870	443
Private Household Workers[1]	4,068	125	3,943	1,877	71	1,806	2,121	50	2,071	70	4	66	1,417	72	1,345	3,608	3,482

* Sum includes Mexican Americans.

** Sum of Black, Other Races and Mexican-American. (-) No data by Gender.

[1] Includes not reported cases allocated to this occupational group.

SOURCE: U.S. Department of Labor Manpower Administration, Run Date - August 4, 1973, Lawrence Berkeley Laboratory.

Table 3.10H(1)
Occupational Employment Patterns in San Antonio by Minority Group, Sex and Job Category: 1968

All Industries
622 Units - SMSA

Minority Group/Sex Total Units Reporting	Total Employment	Total White Collar Employment	White Collar Occupations					Total Blue Collar Employment	Blue Collar Occupations			Service Workers
			Officials and Managers	Professionals	Technicians	Sales Workers	Office and Clerical		Skilled Craft	Operatives	Laborers	
All Employees	83,001	43,340	7,080	3,599	4,001	12,812	15,808	33,061	10,161	15,956	6,944	6,630
Male	51,650	21,234	5,859	2,381	2,341	7,093	3,560	27,159	9,507	11,665	5,987	3,257
Female	31,351	22,076	1,231	1,218	1,660	5,719	12,248	5,902	654	4,291	957	3,373
Anglo/White	45,229	31,955	6,109	3,031	2,511	8,738	11,566	11,730	5,295	4,973	1,462	1,544
Male	28,055	16,592	5,056	2,133	1,813	5,033	2,557	10,728	5,107	4,312	1,309	735
Female	17,174	15,363	1,053	898	698	3,705	9,009	1,002	188	661	153	809
Minority[1]	37,772	11,355	981	568	1,490	4,074	4,242	21,331	4,866	10,983	5,482	5,086
Male	23,595	4,642	803	248	528	2,060	1,003	16,431	4,400	7,353	4,678	2,522
Female	14,177	6,713	173	320	962	2,014	3,239	4,900	466	3,630	804	2,564
Black	4,887	1,456	71	68	447	355	515	1,970	459	946	565	1,461
Male	2,992	490	56	33	68	212	121	1,733	446	775	512	769
Female	1,895	966	15	35	379	143	394	237	13	171	53	692
Spanish Surname	32,353	9,547	846	425	1,011	3,638	3,627	19,249	4,369	9,972	4,908	3,557
Male	20,292	3,980	689	190	443	1,801	857	14,598	3,919	6,521	4,158	1,714
Female	12,061	5,567	157	235	568	1,837	2,770	4,651	450	3,451	750	1,843
		White Collar Occupations						Blue Collar Occupations				

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report _Job Patterns for Minorities and Women in Private Industry_, Vol.

1. Includes Blacks, Spanish Surnamed, Asian and Native Americans.

Table 3.DB(1)
Occupational Employment Pattern in San Antonio by Minority Group, Sex and Job Category: 1968

Occupational Distribution

Minority Group/Sex Total Units Reporting	Total Employment	Total White Collar Employment	White Collar Occupations					Total Blue Collar Employment	Blue Collar Occupations			Service Workers
			Officials and Managers	Professionals	Technicians	Sales Workers	Office and Clerical		Skilled Craft	Operatives	Laborers	
All Employees	100.0	52.2%	8.5%	4.3%	4.8%	15.5%	19.1%	39.8%	12.2%	19.2%	8.4%	8.0%
Male	100.0	41.1	11.3	4.6	4.5	13.7	6.9	52.6	18.4	22.6	11.6	6.3
Female	100.0	70.4	3.9	3.9	5.3	18.2	39.1	18.8	2.1	13.7	3.1	10.8
Anglo/White	100.0	70.7	13.5	6.7	5.6	19.3	25.6	25.9	11.7	11.0	3.2	3.4
Male	100.0	59.1	18.0	7.6	6.5	17.9	9.1	38.3	18.2	15.4	4.7	2.6
Female	100.0	89.5	6.1	5.2	4.1	21.6	52.5	5.8	1.1	3.8	0.9	4.7
Minority [1]	100.0	30.1	2.6	1.5	3.9	10.8	11.2	56.5	12.9	29.1	14.5	13.5
Male	100.0	19.7	3.4	1.1	2.2	8.7	4.3	69.6	18.6	31.2	19.8	10.7
Female	100.0	47.4	1.3	2.3	6.8	14.2	22.8	34.6	3.3	25.6	5.7	18.1
Black	100.0	29.8	1.5	1.4	9.1	7.3	10.5	40.3	9.4	19.4	11.6	29.9
Male	100.0	16.4	1.9	1.1	2.3	7.1	4.0	57.9	14.9	25.9	17.1	25.7
Female	100.0	51.0	0.8	1.8	20.0	7.5	20.8	12.5	0.7	9.0	2.8	36.5
Spanish Surname	100.0	29.5	2.6	1.3	3.1	11.2	11.2	59.5	13.5	30.8	15.2	11.0
Male	100.0	19.6	3.4	0.9	2.2	8.9	4.2	71.9	19.3	32.1	20.5	8.4
Female	100.0	46.2	1.3	1.9	4.7	15.2	23.0	38.6	3.7	28.6	6.2	15.3
		White Collar Occupations						Blue Collar Occupations				

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report *Job Patterns for Minorities and Women in Private Industry*, Vol.

1. Includes Blacks, Spanish Surnamed, Asian and Native Americans.

Table 3.108(1)
Occupational Employment Patterns in
San Antonio by Minority Group, Sex and
Job Category: 1968
Percentage of Total Employed (Between Groups)

Minority Group/Sex Total Units Reporting	Total Employment	Total White Collar Employment	White Collar Occupations					Total Blue Collar Employment	Blue Collar Occupations			Service Workers
			Officials and Managers	Professionals	Technicians	Sales Workers	Office and Clerical		Skilled Craft	Operatives	Laborers	
All Employee	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male	62.2	49.0	82.6	66.2	58.5	55.4	22.5	82.1	93.6	73.1	86.2	49.1
Female	37.8	51.0	17.4	33.8	41.5	44.6	77.5	17.9	6.4	26.9	13.8	50.9
Anglo/White	54.5	73.8	86.2	84.2	62.8	68.2	73.2	35.5	52.1	31.2	21.1	23.3
Male	33.8	38.3	71.3	59.3	45.3	39.3	16.2	32.4	50.3	27.0	18.9	11.1
Female	20.7	35.5	14.8	24.9	17.4	28.9	57.0	3.1	1.8	4.2	2.2	12.2
Minority [1]	45.5	26.2	13.8	15.8	37.2	31.8	26.8	64.5	47.9	68.8	78.9	76.7
Male	28.4	10.7	11.3	6.9	13.2	16.1	6.3	49.7	43.3	46.1	67.4	38.0
Female	17.1	15.5	2.5	8.9	24.0	15.7	20.5	14.8	4.6	22.7	11.5	38.7
Black	5.9	3.4	1.0	1.9	11.2	2.8	3.3	6.0	4.5	5.9	8.1	22.0
Male	3.6	1.1	0.8	0.9	1.7	1.7	0.8	5.2	4.4	4.9	7.4	11.6
Female	2.3	2.3	0.2	1.0	9.5	1.1	2.5	0.8	0.1	1.0	0.7	10.4
Spanish Surname	39.0	22.0	11.9	11.8	25.3	28.4	22.9	58.2	43.0	62.5	70.7	53.7
Male	24.4	9.2	9.7	5.3	11.1	14.1	5.4	44.2	38.6	40.9	59.9	25.9
Female	14.6	12.8	2.2	6.5	14.2	14.3	17.5	14.0	4.4	21.6	10.8	27.8
		White Collar Occupations						Blue Collar Occupations				

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report Job Patterns for Minorities and Women in Private Industry, Vol.

1. Includes Blacks, Spanish Surnamed, Asian and Native Americans.

Table 3.10B(2)
Occupational Employment Patterns in San Antonio by Minority Group, Sex and Job Category: 1975

All Industries
440 Units - SMSA

Minority Group/Sex Total Units Reporting	Total Employment	Total White Collar Employment	White Collar Occupations					Total Blue Collar Employment	Blue Collar Occupations			Service Workers
			Officials and Managers	Professionals	Technicians	Sales Workers	Office and Clerical		Skilled Craft	Operatives	Laborers	
All Employees	101,871	55,258	11,193	5,721	5,806	13,711	18,827	34,829	10,607	15,834	8,388	11,784
Male	60,955	26,454	9,005	3,300	3,177	7,571	3,401	28,783	9,491	12,410	6,882	5,718
Female	40,916	28,804	2,188	2,421	2,629	6,140	15,426	6,046	1,116	3,424	1,506	6,066
Anglo/White	54,182	37,512	8,848	4,596	3,171	8,816	12,081	13,055	5,311	5,677	2,067	3,615
Male	32,531	19,348	7,179	2,764	2,159	5,162	2,084	11,354	5,052	4,594	1,708	1,829
Female	21,651	18,164	1,669	1,832	1,012	3,654	9,997	1,701	259	1,083	359	1,786
Minority [1]	47,689	17,746	2,345	1,125	2,635	4,895	6,746	21,774	5,296	10,157	6,321	8,169
Male	28,424	7,106	1,826	536	1,018	2,409	1,317	17,429	4,439	7,816	5,174	3,889
Female	19,265	10,640	519	589	1,617	2,486	5,429	4,345	857	2,341	1,147	4,280
Black	6,970	2,756	323	245	715	542	931	2,346	409	1,184	753	1,868
Male	3,675	853	231	77	112	266	167	1,943	370	965	608	879
Female	3,295	1,903	92	168	603	276	764	403	39	219	145	989
Spanish Surname	40,101	14,604	1,964	812	1,895	4,245	5,688	19,319	4,859	8,910	5,550	6,178
Male	24,482	6,098	1,551	425	890	2,102	1,130	15,426	4,047	6,823	4,556	2,958
Female	15,619	8,506	413	387	1,005	2,143	4,558	3,893	812	2,087	994	3,220
		White Collar Occupations						Blue Collar Occupations				

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report *Job Patterns for Minorities and Women in Private Industry*, Vol.

1. Includes Blacks, Spanish Surnamed, Asian and Native Americans.

Table 3.10B(2)
Occupational Employment Pattern in San Antonio by Minority Group, Sex and Job Category: 1975

Occupational Distribution

Minority Group/Sex Total Units Reporting	Total Employment	Total White Collar Employment	White Collar Occupations					Total Blue Collar Employment	Blue Collar Occupations			Service Workers
			Officials and Managers	Profes-sionals	Techni-cians	Sales Workers	Office and Clerical		Skilled Craft	Opera-tives	Laborers	
All Employee	100.0	54.2%	11.0%	5.6%	5.7%	13.5%	18.5%	34.2%	10.4%	15.5%	8.2%	11.6%
Male	100.0	43.4	14.8	5.4	5.2	12.4	5.6	47.2	15.6	20.4	11.3	9.4
Female	100.0	70.4	5.3	5.9	6.4	15.0	37.7	14.8	2.7	8.4	3.7	14.8
Anglo/White	100.0	69.2	16.3	8.5	5.9	16.3	22.3	24.1	9.8	10.5	3.8	6.7
Male	100.0	59.5	22.1	8.5	6.6	15.9	6.4	34.9	15.5	14.1	5.3	5.6
Female	100.0	83.9	7.7	8.5	4.7	16.9	46.2	7.9	1.2	5.0	1.7	8.2
Minority [1]	100.0	37.2	4.9	2.4	5.5	10.3	14.1	45.7	14.1	21.3	13.3	17.1
Male	100.0	25.0	6.4	1.9	3.6	8.5	4.6	61.3	15.6	27.5	18.2	13.7
Female	100.0	55.2	2.7	3.1	8.4	12.9	28.2	22.6	4.4	12.2	6.0	22.2
Black	100.0	39.5	4.6	3.5	10.3	7.8	13.4	33.7	5.9	17.0	10.8	26.8
Male	100.0	23.2	6.3	2.1	3.0	7.2	4.5	52.9	10.1	26.3	16.5	23.9
Female	100.0	57.8	2.8	5.1	18.3	8.4	23.2	12.2	1.2	6.6	4.4	30.1
Spanish Surname	100.0	36.4	4.9	2.0	4.7	10.6	14.2	48.2	12.1	22.2	13.8	15.4
Male	100.0	24.9	6.3	1.7	3.6	8.6	4.6	63.0	16.5	27.9	18.6	12.1
Female	100.0	54.5	2.6	2.5	6.4	13.7	29.2	24.9	5.2	13.4	6.4	20.6
		White Collar Occupations						Blue Collar Occupations				

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report Job Patterns for Minorities and Women in Private Industry, Vol.

1. Includes Blacks, Spanish Surnamed, Asian and Native Americans.

Table 3.10B(2)
Occupational Employment Patterns in San Antonio by Minority Group, Sex and Job Category: 1975
Percentage of Total Employed

Minority Group/Sex Total Units Reporting	Total Employment	Total White Collar Employment	White Collar Occupations					Total Blue Collar Employment	Blue Collar Occupations			Service Workers
			Officials and Managers	Professionals	Technicians	Sales Workers	Office and Clerical		Skilled Craft	Operatives	Laborers	
All Employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male	59.8	47.9	80.5	57.7	54.7	55.2	18.1	82.6	89.5	78.4	82.0	48.5
Female	40.2	52.1	19.5	42.3	45.3	44.8	81.9	17.4	10.5	21.6	18.0	51.5
Anglo/White	53.2	67.9	79.0	80.3	54.6	64.3	64.2	37.5	50.1	35.9	24.6	30.7
Male	31.9	35.0	64.1	48.3	37.2	37.6	11.0	32.6	47.6	29.0	20.4	15.5
Female	21.3	32.9	14.9	32.0	17.4	26.7	53.1	4.9	2.5	6.9	4.2	15.2
Minority [1]	46.8	32.1	21.0	19.7	45.4	35.7	35.8	62.5	49.9	64.1	75.4	69.3
Male	27.9	12.9	16.3	9.4	17.5	17.6	7.0	50.0	41.8	49.4	61.7	33.0
Female	18.9	19.2	4.7	10.3	27.9	18.1	28.8	12.5	8.1	14.7	13.7	36.3
Black	6.8	5.0	2.9	4.3	12.3	4.0	4.9	6.7	3.9	7.5	9.0	15.9
Male	3.6	1.5	2.1	1.4	1.9	1.9	0.9	5.6	3.5	6.1	7.2	7.5
Female	3.2	3.5	0.8	2.9	10.4	2.1	4.0	1.1	0.4	1.4	1.8	8.4
Spanish Surname	39.4	26.4	17.5	14.2	32.6	31.0	30.2	55.5	45.8	56.3	66.2	52.4
Male	34.0	11.0	13.8	7.4	15.3	15.3	6.0	44.3	38.2	43.1	54.3	25.1
Female	15.4	15.4	3.7	6.8	17.3	15.7	24.2	11.2	7.6	13.2	11.9	27.3
		White Collar Occupations						Blue Collar Occupations				

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report Job Patterns for Minorities and Women in Private Industry, Vol.

1. Includes Blacks, Spanish Surnamed, Asian and Native Americans.

Table 3.11B

Employment Profile
Distribution of the National, State and San Antonio Work Force by Race/Ethnicity, Gender and Occupation - A Comparative Analysis - 1975

		National[1]			State[2]			San Antonio[3]		
MALE Total Work Force	All Persons 100.0%	White/ Anglo 100.0%	Black 100.0%	Mexican American 100.0%	White/ Anglo 100.0%	Black 100.0%	Mexican American 100.0%	White/ Anglo 100.0%	Black 100.0%	Mexican American 100.0%
Professional/Technical	14.2	14.8	6.8	4.9	16.1	4.6	6.9	12.4	6.6	6.8
Managers and Admin.	13.0	14.0	3.7	4.9	14.0	2.7	6.2	13.1	3.8	6.0
Sales Workers	5.7	6.2	1.8	2.6	9.0	1.6	4.8	9.1	1.8	5.5
Clerical	6.1	6.0	7.0	4.7	7.4	6.2	6.8	4.2	10.6	9.5
Craft & Kindred Workers	20.5	21.1	15.3	18.4	22.4	15.1	21.5	26.4	18.2	25.7
Operatives, Exc. Transport	11.6	11.2	16.7	19.1	10.9	16.5	15.5	9.8	10.2	14.4
Transport Equip. Operatives	5.8	5.4	9.6	8.0	5.0	12.4	7.7	7.1	12.1	8.4
Non-Farm Labor	8.6	7.8	16.8	15.1	4.4	19.4	12.3	8.1	11.4	11.6
Private Household Workers	--	--	--	--	0.1	0.6	0.1	1.0	0.8	0.1
Service, Exc. Pvt. Househol	9.5	8.6	17.8	11.0	5.3	16.7	9.4	6.8	23.5	11.0
Farm Workers, Mgrs. & Foremen	4.9	4.9	4.4	11.2	5.4	4.2	8.8	2.0	1.0	0.9
FEMALE										
Total Work Force	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Professional/Technical	14.9	15.3	11.3	5.6	18.0	10.3	8.9	16.2	12.4	7.1
Managers & Admin.	5.1	5.6	1.9	2.1	5.0	1.4	2.8	4.4	1.4	2.5
Sales Workers	7.2	7.8	2.6	4.7	9.4	2.3	7.3	9.1	2.8	8.1
Clerical	33.7	34.9	24.5	27.0	40.7	11.9	27.4	40.5	17.6	32.9
Craft & Kindred Workers	1.4	1.4	1.0	2.6	1.9	1.2	2.2	1.9	1.1	2.7
Operatives Exc. Transport	11.7	11.2	15.6	23.9	7.3	11.7	17.8	10.0	4.1	19.2
Transport Equip. Operatives	0.6	0.7	0.4	0.3	0.4	0.5	0.4	0.3	0.4	0.4
Non-farm Labor	1.2	1.2	1.2	1.5	0.8	1.7	1.6	0.9	1.1	1.6
Private Household Workers	3.4	2.5	11.3	4.4	1.6	25.9	7.1	1.0	24.7	4.1
Service Exc. Pvt. Household	18.9	17.8	28.1	20.1	14.3	32.4	22.5	15.3	34.2	21.2
Farm Workers, Mgrs. & Foreme	1.8	1.7	2.1	7.9	0.6	0.7	2.0	0.4	0.4	0.2

SOURCE: 1. U.S. Department of Labor, Bureau of Labor Statistics, Workers of Spanish Origin: A Chartbook, Bulletin 1970, 1978. Table C-19, Employment in 1975, by occupation, sex, and Spanish origin and race, p. 65.

2. U.S. Bureau of the Census, Census of Population: 1970 General Social and Economic Characteristics, Final Report PC(1)-C45 Texas. Table 54, Occupation of Employed Persons by Race, for Urban and Rural Residence: 1970. Note: Data on Table 54 projected to 1975.

3. Texas Employment Commission, Office of Research, San Antonio. Data for San Antonio extrapolated from 1970 Census. Note: Detail may not add to totals because of rounding.

APPENDIX C
Reference Tables
Chapter IV

Employment in the Banking Industry
San Antonio Metropolitan Area
1968-1978

1967 - Tables 4.1C(1)-(6)
1975 - Tables 4.2C(1)-(6)
1978 - Tables 4.3C(1)-(6)
Table 4.4-A Survey of Banks

Table 4.1C(1)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1967
Banking Industry
San Antonio SMSA

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	341	304	37	323	5	13	0
Professionals	3	2	1	3	0	0	0
Technicians	3	2	1	3	0	0	0
Sales Workers	0	0	0	0	0	0	0
Office and Clerical	1,666	383	1,283	1,388	23	255	0
Craft Workers (Skilled)	7	7	0	6	0	1	0
Operatives (Semi-skilled)	19	19	0	9	1	9	0
Laborers (Unskilled)	0	0	0	0	0	0	0
Service Workers	96	58	38	25	27	44	0
TOTAL	2,135	775	1,360	1,757	56	322	0

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report -1967, Minority Group Employment by Occupation and Sex for Selected Industries and Standard Metropolitan Statistical Areas, 1967., p. 721. NOTE: Data is for 12 establishments only.

Table 4.1C(2)
Distribution of Employees by Race,
Ethnicity, Gender, and
Job Category - 1967
Banking Industry
Percentage Distribution (Vertical)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	16.0	39.2	2.7	18.4	8.9	4.0	0.0
Professionals	0.1	0.3	0.1	0.2	0.0	0.0	0.0
Technicians	0.1	0.3	0.1	0.2	0.0	0.0	0.0
Sales Workers	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	78.1	49.4	94.3	79.0	41.1	79.2	0.0
Craft Workers (Skilled)	0.3	0.9	0.0	0.3	0.0	0.3	0.0
Operatives (Semi-skilled)	0.9	2.5	0.0	0.5	1.8	2.8	0.0
Laborers (Unskilled)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers	4.5	7.5	2.8	1.4	48.2	13.7	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report - 1967, Minority Group Employment by Occupation and Sex for Selected Industries and Standard Metropolitan Statistical Areas, 1967, p. 721. NOTE: Data is for 12 establishments only.

Table 4.1C(3)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1967
Banking Industry
Percentage Distribuiton (Horizontal)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	89.1	10.9	94.7	1.5	3.8	0.0
Professionals	100.0%	66.7	33.3	100.0	0.0	0.0	0.0
Technicians	100.0%	66.7	33.3	100.0	0.0	0.0	0.0
Sales Workers	100.0%	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	100.0%	23.0	77.0	83.3	1.4	15.3	0.0
Craft Workers (Skilled)	100.0%	100.0	0.0	85.7	0.0	14.3	0.0
Operatives (Semi-skilled)	100.0%	100.0	0.0	47.4	5.2	47.4	0.0
Laborers (Unskilled)	100.0%	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers	100.0%	60.4	39.6	26.1	28.1	45.8	0.0
TOTAL	100.0%	36.3	63.7	82.3	2.6	15.1	0.0

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report - 1967, Minority Group Employment by Occupation and Sex for Selected Industries and Standard Metropolitan Statistical Areas, 1969, p. 721. NOTE: Data is for 12 establishments only.

Table 4.1C(4)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1967
Banking Industry
San Antonio SMSA

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	341	304	292	1	11	0	37	31	4	2	0
Professionals	3	2	2	0	0	0	1	1	0	0	0
Technicians	3	2	2	0	0	0	1	1	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0
Office and Clerical	1,666	383	319	11	53	0	1,283	1,069	12	202	0
Craft Workers (Skilled)	7	7	6	0	1	0	0	0	0	0	0
Operatives (Semi-skilled)	19	19	9	1	9	0	0	0	0	0	0
Laborers (Unskilled)	0	0	0	0	0	0	0	0	0	0	0
Service Workers	96	58	24	26	8	0	38	1	1	36	0
TOTAL	2,135	775	654	39	82	0	1,360	1,103	17	240	0

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report - 1967, Minority Group Employment by Occupation and Sex for Selected Industries and Standard Metropolitan Statistical Areas, 1967, p. 721. NOTE: Data is for 12 establishments only.

Table 4.1C(5)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1967

Banking Industry

Percentage Distribution (Vertical)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	16.0	39.2	44.6	2.6	13.4	0.0	2.7	2.8	23.5	0.8	0.0
Professionals	0.1	0.3	0.3	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0
Technicians	0.1	0.3	0.3	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0
Sales Workers	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	78.1	49.4	48.8	28.1	64.6	0.0	94.3	96.9	70.6	84.2	0.0
Craft Workers (Skilled)	0.3	0.9	0.9	0.0	1.2	0.0	0.0	0.0	0.0	0.0	0.0
Operatives (Semi-skilled)	0.9	2.5	1.4	2.6	11.0	0.0	0.0	0.0	0.0	0.0	0.0
Laborers (Unskilled)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers	4.5	7.5	3.7	66.7	9.8	0.0	2.8	0.1	5.9	15.0	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	10C.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, *Equal Employment Opportunity Report - 1967*, Minority Group Employment by Occupation and Sex for Selected Industries and Standard Metropolitan Statistical Areas, 1967, p. 721. NOTE: Data is for 12 establishments only.

Table 4.1C(6)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1967

Banking Industry
Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	89.1	85.6	0.3	3.2	0.0	10.9	9.1	1.2	0.6	0.0
Professionals	100.0%	66.7	66.7	0.0	0.0	0.0	33.3	33.3	0.0	0.0	0.0
Technicians	100.0%	66.7	66.7	0.0	0.0	0.0	33.3	33.3	0.0	0.0	0.0
Sales Workers	100.0%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	100.0%	23.0	19.1	0.7	3.2	0.0	77.0	64.2	0.7	12.1	0.0
Craft Workers (Skilled)	100.0%	100.0	85.7	0.0	14.3	0.0	0.0	0.0	0.0	0.0	0.0
Operatives (Semi-skilled)	100.0%	100.0	47.4	5.2	47.4	0.0	0.0	0.0	0.0	0.0	0.0
Laborers (Unskilled)	100.0%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers	100.0%	60.4	25.0	27.1	8.3	0.0	39.6	1.0	1.0	37.5	0.0
TOTAL	100.0%	36.3	30.6	1.8	3.9	0.0	63.7	51.7	0.8	11.2	0.0

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report - 1967, Minority Group Employment by Occupation and Sex for Selected Industries and Standard Metropolitan Statistical Areas, 1967, p. 721. NOTE: Data is for 12 establishments only.

Table 4.2C(1)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1975
Banking Industry
San Antonio SMSA

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	845	593	252	729	15	100	1
Professionals	127	77	50	108	0	18	1
Technicians	91	81	10	54	4	33	0
Sales Workers	55	19	36	34	1	20	0
Office and Clerical	2,834	519	2,315	1,810	104	905	15
Craft Workers (Skilled)	4	4	0	4	0	0	0
Operatives (Semi-skilled)	50	25	25	27	3	19	1
Laborers (Unskilled)	6	5	1	3	2	1	0
Service Workers	71	58	13	19	24	28	0
TOTAL	4,083	1,381	2,702	2,788	153	1,124	18

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employer Information Report/EEO-1. Data was compiled from individual EEO-1 reports for 22 establishments located in the San Antonio SMSA.

Table 4.2C(2)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1975

Banking Industry
Percentage Distribution (Vertical)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	20.7	42.9	9.3	26.1	9.8	8.9	5.6
Professionals	3.1	5.6	1.9	3.9	0.0	1.6	5.6
Technicians	2.2	5.9	0.4	1.9	2.6	2.9	0.0
Sales Workers	1.4	1.4	1.3	1.2	0.7	1.8	0.0
Office and Clerical	69.4	37.6	85.7	64.9	68.0	80.5	83.3
Craft Workers (Skilled)	0.1	0.3	0.0	0.1	0.0	0.0	0.0
Operatives (Semi-skilled)	1.2	1.8	0.9	1.0	2.0	1.7	5.6
Laborers (Unskilled)	0.1	0.4	0.04	0.1	1.3	0.1	0.0
Service Workers	1.7	4.2	0.5	0.7	15.7	2.5	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employer Information Report/EEO-1. Data was compiled from individual EEO-1 reports for 22 establishments located in the San Antonio SMSA.

Table 4.2C(3)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1975

Banking Industry
Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	70.2	29.8	85.4	1.8	11.7	0.1
Professionals	100.0%	60.6	39.4	85.0	0.0	14.2	0.8
Technicians	100.0%	89.0	11.0	59.3	4.4	36.3	0.0
Sales Workers	100.0%	34.5	65.5	61.8	1.8	36.4	0.0
Office and Clerical	100.0%	18.3	81.7	63.9	3.7	31.9	0.5
Craft Workers (Skilled)	100.0%	100.0	0.0	100.0	0.0	0.0	0.0
Operatives (Semi-skilled)	100.0%	50.0	50.0	54.0	6.0	38.0	2.0
Laborers (Unskilled)	100.0%	83.3	16.7	50.0	33.3	16.7	0.0
Service Workers	100.0%	81.7	18.3	26.8	33.8	39.4	0.0
TOTAL	100.0%	33.8	66.2	68.3	3.8	27.5	0.4

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employer Information Report/EEO-1. Data was compiled from individual EEO-1 reports for 22 establishments located in the San Antonio SMSA.

Table 4.2C(4)
Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1975
Banking Industry
San Antonio SMSA

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	845	593	528	8	57	0	252	201	7	43	1
Professionals	127	77	69	0	7	1	50	39	0	11	0
Technicians	91	81	48	4	29	0	10	6	0	4	0
Sales Workers	55	19	12	1	6	0	36	22	0	14	0
Office and Clerical	2,834	519	309	28	180	2	2,315	1,501	76	725	13
Craft Workers (Skilled)	4	4	4	0	0	0	0	0	0	0	0
Operatives (Semi-skilled)	50	25	13	1	11	0	25	14	2	8	1
Laborers (Unskilled)	6	5	2	2	1	0	1	1	0	0	0
Service Workers	71	58	18	21	19	0	13	1	3	9	0
TOTAL	4,083	1,381	1,003	65	310	3	2,702	1,785	88	814	15

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employer Information Report/EEO-1. Data was compiled from individual EEO-1 reports for 22 establishments located in the San Antonio SMSA.

Table 4.2C(5)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1975

Banking Industry

Percentage Distribution (Vertical)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	20.7	42.9	52.6	12.3	18.4	0.0	9.3	11.3	8.0	5.3	6.7
Professionals	3.1	5.6	6.9	0.0	2.3	33.3	1.9	2.2	0.0	1.4	0.0
Technicians	2.2	5.9	4.8	6.2	9.4	0.0	0.4	0.3	0.0	0.5	0.0
Sales Workers	1.4	1.4	1.2	1.5	1.9	0.0	1.3	1.2	0.0	1.7	0.0
Office and Clerical	69.4	37.6	30.8	43.1	58.1	66.7	85.7	84.0	86.3	89.0	86.6
Craft Workers (Skilled)	0.1	0.3	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Operatives (Semi-skilled)	1.2	1.8	1.3	1.5	3.5	0.0	0.9	0.8	2.3	1.0	6.7
Laborers (Unskilled)	0.1	0.4	0.2	3.1	0.3	0.0	0.04	0.1	0.0	0.0	0.0
Service Workers	1.7	4.2	1.8	32.3	6.1	0.0	0.5	0.1	3.4	1.1	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employer Information Report/EEO-1. . ta was compiled from individual EEO-1 reports for 22 establishments located in the San Antonio SMSA.

Table 4.2C(6)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1975

Banking Industry
Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	70.2	62.5	0.9	6.8	0.0	29.8	23.8	0.8	5.1	0.1
Professionals	100.0%	60.6	54.3	0.0	5.5	0.8	39.4	30.7	0.0	8.7	0.0
Technicians	100.0%	89.0	52.7	4.4	31.9	0.0	11.0	6.6	0.0	4.4	0.0
Sales Workers	100.0%	34.5	21.8	1.8	10.9	0.0	65.5	40.0	0.0	25.5	0.0
Office and Clerical	100.0%	18.3	10.9	0.9	6.3	0.1	81.7	53.0	2.7	25.6	0.4
Craft Workers (Skilled)	100.0%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Operatives (Semi-skilled)	100.0%	50.0	26.0	2.0	22.0	0.0	50.0	28.0	4.0	16.0	2.0
Laborers (Unskilled)	100.0%	83.3	33.3	33.3	16.7	0.0	16.7	16.7	0.0	0.0	0.0
Service Workers	100.0%	81.7	25.3	29.6	26.8	0.0	18.3	1.4	4.2	12.7	0.0
TOTAL	100.0%	33.8	24.5	1.6	7.6	0.1	66.2	43.7	2.2	19.9	0.4

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employer Information Report/EEO-1. Data was compiled from individual EEO-1 reports for 22 establishments located in the San Antonio SMSA.

Table 4.3C(1)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1978
Banking Industry
San Antonio SMSA

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	946	651	295	824	17	104	1
Professionals	115	66	49	97	1	17	0
Technicians	89	82	7	47	4	37	1
Sales Workers	56	27	29	32	1	23	0
Office and Clerical	2,950	520	2,430	1,745	136	1,054	15
Craft Workers (Skilled)	17	17	0	7	0	10	0
Operatives (Semi-skilled)	43	42	1	22	1	20	0
Laborers (Unskilled)	4	4	0	1	1	2	0
Service Workers	109	94	15	46	17	46	0
TOTAL	4,329	1,503	2,826	2,821	178	1,313	17

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employment Analysis Report Program - 1978, EEO-1 Report Summary by SMSA/SIC - San Antonio, TX. SIC 60, Banking, 28 Units/23 Employers, p. 29, 674.

Table 4.3C(2)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1978
Banking Industry
Percentage Distribution (Vertical)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	21.8	43.3	10.4	29.2	9.5	7.9	5.9
Professionals	2.7	4.4	1.7	3.4	0.6	1.3	0.0
Technicians	2.1	5.5	0.3	1.7	2.2	2.8	5.9
Sales Workers	1.3	1.8	1.0	1.1	0.6	1.7	0.0
Office and Clerical	68.1	34.6	86.0	61.9	76.4	80.3	88.2
Craft Workers (Skilled)	0.4	1.1	0.0	0.3	0.0	0.8	0.0
Operatives (Semi-skilled)	1.0	2.8	0.03	0.8	0.6	1.5	0.0
Laborers (Unskilled)	0.1	0.3	0.0	0.03	0.6	0.2	0.0
Service Workers	2.5	6.2	0.5	1.6	9.5	3.5	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employment Analysis Report Program - 1978, EEO-1 Report Summary by SMSA/SIC - San Antonio, TX., SIC 60, Banking, 28 Units/ 23 Employers, p. 29, 674.

Table 4.3C(3)

Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1978

Banking Industry
Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	68.8	31.2	87.1	1.8	11.0	0.1
Professionals	100.0%	57.4	42.6	84.3	0.9	14.8	0.0
Technicians	100.0%	92.1	7.9	52.8	4.5	41.6	1.1
Sales Workers	100.0%	48.2	51.8	57.1	1.8	41.1	0.0
Office and Clerical	100.0%	17.6	82.4	59.2	4.6	35.7	0.5
Craft Workers (Skilled)	100.0%	100.0	0.0	41.2	0.0	58.8	0.0
Operatives (Semi-skilled)	100.0%	97.7	2.3	51.2	2.3	46.5	0.0
Laborers (Unskilled)	100.0%	100.0	0.0	25.0	25.0	50.0	0.0
Service Workers	100.0%	86.2	13.8	42.2	15.6	42.2	0.0
TOTAL	100.0%	34.7	65.3	65.2	4.1	30.3	0.4

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employment Analysis Report Program - 1978, EEO-1 Report Summary by SMSA/SIC - San Antonio , TX. SIC 60, Banking, 28 Units/ 23 Employees, p. 29, 674.

Table 4.3C(4)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1978

Banking Industry
San Antonio SMSA

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	946	651	571	12	67	1	295	253	5	37	0
Professionals	115	66	58	0	8	0	49	39	1	9	0
Technicians	89	82	43	4	34	1	7	4	0	3	0
Sales Workers	56	27	13	1	13	0	29	19	0	10	0
Office and Clerical	2,950	520	269	44	207	0	2,430	1,476	92	847	15
Craft Workers (Skilled)	17	17	7	0	10	0	0	0	0	0	0
Operatives (Semi-skilled)	43	42	21	1	20	0	1	1	0	0	0
Laborers (Unskilled)	4	4	1	1	2	0	0	0	0	0	0
Service Workers	109	94	42	15	37	0	15	4	2	9	0
TOTAL	4,329	1,503	1,025	78	398	2	2,826	1,796	100	915	15

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employment Analysis Report Program - 1978, EEO-1 Report Summary by SMSA/SIC - San Antonio, TX., SIC 60, Banking, 28 Units/23 Employees, p. 29, 674.

Table 4.3C(5)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1978

Banking Industry

Percentage Distribution (Vertical)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	21.3	43.3	55.7	15.4	16.8	50.0	10.4	14.1	5.0	4.0	0.0
Professionals	2.7	4.4	5.7	0.0	2.0	0.0	1.7	2.2	1.0	1.0	0.0
Technicians	2.1	5.5	4.2	5.1	8.6	50.0	0.3	0.2	0.0	0.3	0.0
Sales Workers	1.3	1.8	1.3	1.3	3.3	0.0	1.0	1.1	0.0	1.1	0.0
Office and Clerical	68.1	34.6	26.2	56.4	52.0	0.0	86.0	82.2	92.0	92.6	100.0
Craft Workers (Skilled)	0.4	1.1	0.7	0.0	2.5	0.0	0.0	0.0	0.0	0.0	0.0
Operatives (Semi-skilled)	1.0	2.8	2.0	1.3	5.0	0.0	0.03	0.05	0.0	0.0	0.0
Laborers (Unskilled)	0.1	0.3	0.1	1.3	0.5	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers	2.5	6.2	4.1	19.2	9.3	0.0	0.5	0.2	2.0	1.0	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employment Analysis Report Program - 1978, EEO-1 Report Summary by SMSA/SIC - San Antonio, TX., SIC 60, Banking, 28 Units/23 Employers, p. 29, 674.

Table 4.3C(6)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1978

Banking Industry

Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	68.8	60.4	1.3	7.1	0.1	31.2	26.7	0.5	3.9	0.0
Professionals	100.0%	57.4	50.4	0.0	7.0	0.0	42.6	33.9	0.9	7.8	0.0
Technicians	100.0%	92.1	48.3	4.5	38.2	1.1	7.9	4.5	0.0	3.4	0.0
Sales Workers	100.0%	48.2	23.2	1.8	23.2	0.0	51.8	33.9	0.0	17.9	0.0
Office and Clerical	100.0%	17.6	9.1	1.5	7.0	0.0	82.4	50.0	3.1	28.7	0.6
Craft Workers (Skilled)	100.0%	100.0	41.2	0.0	58.8	0.0	0.0	0.0	0.0	0.0	0.0
Operatives (Semi-skilled)	100.0%	97.7	48.8	2.3	46.5	0.0	2.3	2.3	0.0	0.0	0.0
Laborers (Unskilled)	100.0%	100.0	25.0	25.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers	100.0%	86.2	38.5	13.8	33.9	0.0	13.8	3.7	1.8	8.3	0.0
TOTAL	100.0%	34.7	23.7	1.8	9.2	0.04	65.3	41.5	2.3	21.1	0.4

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employment Analysis Report Program - 1978, EEO-1 Report Summary by SMSA/SIC - San Antonio, TX, SIC 60, Banking, 28 Units/23 Employers, p. 29, 674.

Distribution of Employment in the Banking Industry in San Antonio 1973, 1975 and 1978

Table 4.4C - A Survey of Banks

BANKS/ FINANCIAL INSTITUTIONS		MALE					FEMALE					
		White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
Alamo Natl.	1978	-	-	-	-	-	-	-	-	-	-	-
Bank	1975	87	7	56	0	150	116	4	99	1	220	370
	1973	94	8	43	0	145	110	13	89	3	215	360
Change	73 - 75	-7	-1	+13	0	+5	+6	-9	+10	-2	+5	+10
Alamo Savings	1978	-	-	-	-	-	-	-	-	-	-	-
	1975	19	0	5	0	24	45	0	14	0	59	83
	1973	19	0	4	0	23	44	1	11	0	56	79
Change	73 - 75	0	0	+1	0	+1	+1	-1	+3	0	+3	+4
Bexar County	1978	-	-	-	-	-	-	-	-	-	-	-
Natl. Bank	1975	46	6	11	0	63	72	2	18	1	93	156
	1973	44	5	14	0	63	66	2	14	0	82	145
Change	73 - 75	+2	+1	-3	0	0	+6	0	+4	+1	+11	+11
Broadway	1978	-	-	-	-	-	-	-	-	-	-	-
Natl. Bank	1975	42	0	10	1	53	129	10	19	1	159	212
	1973	46	1	11	1	59	139	4	13	2	158	217
Change	73 - 75	-4	-1	-1	0	-6	-10	+6	+6	-1	-1	-5
Citizens	1978	-	-	-	-	-	-	-	-	-	-	-
Natl. Bank	1975	18	3	0	0	21	50	4	7	0	61	82
	1973	20	4	0	0	24	61	4	7	0	72	96
Change	73 - 75	-2	-1	0	0	-3	-11	0	0	0	-11	-14
First Federal	1978	-	-	-	-	-	-	-	-	-	-	-
Savings &	1975	27	0	5	0	32	43	3	15	0	61	93
Loan	1973	32	0	6	0	38	50	4	17	0	71	109
Change	73 - 78	-5	0	-1	0	-6	-7	-1	-2	0	-10	-16

BANKS/ FINANCIAL INSTITUTIONS		MALE					FEMALE					
		White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
First Natl.	1978	29	3	10	0	42	46	0	27	0	73	115
Bank	1975	34	1	8	0	43	37	1	13	1	52	95
	1973	-	-	-	-	-	-	-	-	-	-	-
Change	75 - 78	-5	+2	+2	0	-1	+9	-1	+14	-1	+21	+20
Frost Natl.	1978	-	-	-	-	-	-	-	-	-	-	-
Bank	1975	244	14	105	1	364	366	17	207	2	592	956
	1973	218	13	91	0	322	344	14	165	1	524	846
Change	73 - 75	+26	+1	+14	+1	+42	+22	+3	+42	+1	+68	+110
Government	1978	63	2	28	1	94	120	3	90	1	214	308
Employees	1975	51	1	12	1	65	46	1	40	1	88	153
Credit Union	1973	-	-	-	-	-	-	-	-	-	-	-
Change	75 - 78	+12	+1	+16	0	+29	+74	+2	+50	0	+126	+155
Groos Natl.	1978	11	0	3	0	14	25	1	13	1	40	54
Bank	1975	26	3	3	0	32	49	1	13	1	64	96
	1973	26	3	5	0	34	49	2	17	1	69	103
Change	73 - 78	-15	-3	-2	0	-20	-24	-1	-4	0	-29	-49
Harlandale	1978	-	-	-	-	-	-	-	-	-	-	-
State Bank	1975	6	0	4	0	10	40	0	20	0	60	70
	1973	7	0	4	0	11	40	0	19	0	59	70
Change	73 - 75	-1	0	0	0	-1	0	0	+1	0	+1	0
Jefferson	1978	8	1	0	0	9	36	2	13	0	51	60
State Bank	1975	12	1	0	0	13	53	2	6	0	61	74
	1973	-	-	-	-	-	-	-	-	-	-	-
Change	75 - 78	-4	0	0	0	-4	-17	0	+7	0	+10	+6

BANKS/ FINANCIAL INSTITUTIONS		MALE					FEMALE					
		White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
Kelly Field	1978	12	1	6	0	19	20	3	47	0	70	89
Natl. Bank	1975	11	0	5	0	16	12	0	40	0	52	68
	1973	-	-	-	-	-	-	-	-	-	-	-
Change	75 - 78	+1	+1	+1	0	+3	+8	+3	+7	0	+22	+21
Main Bank	1978	24	1	4	1	30	33	3	29	2	67	97
& Trust	1975	21	4	11	0	36	62	4	42	0	108	144
	1973	23	3	13	0	39	67	4	34	0	105	144
Change	73 - 78	+1	-2	-9	+1	-9	-34	-1	-5	+2	-38	-47
Mercantile	1978	-	-	-	-	-	-	-	-	-	-	-
Bank & Trust	1975	9	0	0	0	9	42	0	3	0	45	54
	1973	-	-	-	-	-	-	-	-	-	-	-
Change	73 - 78	0	0	0	0	0	0	0	0	0	0	0
National Bank	1978	-	-	-	-	-	-	-	-	-	-	-
of Commerce	1975	193	6	45	0	244	211	7	103	2	323	567
	1973	189	5	37	0	231	214	4	87	0	305	536
Change	73 - 75	+4	+1	+8	0	+13	-3	+3	+16	+2	+18	+31
Natl. Bank of	1978	35	4	11	0	50	91	10	4	1	106	156
Fort Sam	1975	26	5	6	0	37	104	5	38	3	150	187
Houston	1973	24	4	6	0	34	95	8	40	1	144	178
Change	73 - 78	+11	0	+5	0	+16	-4	+2	-36	0	-38	-22
San Antonio	1978	59	5	11	0	75	128	18	123	1	270	345
Savings	1975	71	5	14	0	90	123	16	80	0	219	309
	1973	72	4	10	0	86	114	10	50	0	174	260
Change	73 - 78	-13	+1	+1	0	-11	+14	+8	+73	+1	+96	+85

BANKS/ FINANCIAL INSTITUTIONS		MALE					FEMALE					
		White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
Security Natl.	1978	-	-	-	-	-	-	-	-	-	-	-
Bank	1975	12	2	5	0	19	29	2	14	0	45	64
	1973	-	-	-	-	-	-	-	-	-	-	-
Change	73 - 78	0	0	0	0	0	0	0	0	0	0	0
Texas Commerce	1978	19	5	4	0	28	57	6	16	1	80	108
Bank	1975	19	4	1	0	24	67	6	11	2	86	110
	1973	18	4	3	0	25	62	9	9	2	82	107
Change	73 - 78	+1	+1	+1	0	+3	-5	-3	+7	-1	-2	-1
Union State	1978	-	-	-	-	-	-	-	-	-	-	-
Bank	1975	13	3	3	3	22	36	2	11	0	49	71
	1973	-	-	-	-	-	-	-	-	-	-	-
Change	73 - 78	0	0	0	0	0	0	0	0	0	0	0
Windsor Park	1978	17	0	3	0	20	65	2	11	1	79	99
Bank (Pan	1975	14	0	3	0	17	49	2	2	0	53	70
American)	1973	-	-	-	-	-	-	-	-	-	-	-
Change	75 - 78	+3	0	0	0	+3	+16	0	+9	+1	+26	+29
10 Institutions	1978	277	22	80	2	381	621	48	373	8	1050	1431
TOTALS 22 "	1975	1001	65	312	6	1384	1781	89	815	15	2700	4084
14 "	1973	832	54	247	1	1134	1455	79	572	10	2116	3250

Data for each of the above banks and financial institutions were derived from individual EEO-1 forms either provided by the banks themselves or acquired from the Mexican American Legal Defense and Educational Fund (MALDEF). MALDEF, in turn, obtained employment data for its study on the employment of women in the banking industry in San Antonio from the Office of Federal Contract Compliance.

Data for 1978 was sought directly from each of the above institutions. Many failed to respond to our request for data. The following institutions refused to provide 1978 employment data - Alamo National Bank, Alamo Savings, Bexar County National Bank, Broadway National Bank, Frost National Bank, and the National Bank of Commerce. The other banks on this list where no data is available either did not have the requisite number of employees to file an EEO-1 form or were not in existence at the time.

It should be noted that the submission of data on the part of the above institutions was entirely voluntary and they were not required to provide such data for this study.

Employment in the Hospital Industry
San Antonio Metropolitan Area
1973 and 1978

1973 - Tables 4.5C(1)-(6)

1978 - Tables 4.6C(1)-(6)

1978 - Tables 4.7C(1)-(6) Public Institutions

Table 4.5C(1)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1973
Hospitals - 19 Units
San Antonio SMSA

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	756	366	390	557	43	144	12
Professionals	2,060	491	1,569	1,598	96	317	49
Technicians	2,664	622	2,042	929	699	1,021	15
Sales Workers	8	0	8	1	0	2	5
Office and Clerical	1,978	161	1,817	917	214	836	11
Craft Workers (Skilled)	385	242	143	176	43	147	19
Operatives (Semi-skilled)	400	179	221	130	40	225	5
Laborers (Unskilled)	97	71	26	30	11	56	0
Service Workers	4,166	1,420	2,746	1,030	944	2,161	31
TOTAL	12,514	3,552	8,962	5,368	2,090	4,909	147

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report - 1973. Job Pattern for Minorities and Women in Private Industry - Vol. 8. Table 2, Occupational Employment Patterns in Selected SMSA's by Industry, Minority Group and Sex - 1973. Hospitals SIC 806. San Antonio SMSA, p. 353.

Table 4.5C(2)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1973

Hospitals

Percentage Distribution (Vertical)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	6.0	10.3	4.3	10.4	2.1	2.9	8.2
Professionals	16.5	13.8	17.5	29.7	4.6	6.5	33.3
Technicians	21.3	17.5	22.8	17.3	33.4	20.8	10.2
Sales Workers	0.1	0.0	0.1	0.01	0.0	0.1	3.4
Office and Clerical	15.8	4.5	20.3	17.1	10.2	17.0	7.5
Craft Workers (Skilled)	3.1	6.8	1.6	3.3	2.1	3.0	12.9
Operatives (Semi-skilled)	3.2	5.0	2.5	2.4	1.9	4.6	3.4
Laborers (Unskilled)	0.8	2.0	0.3	0.6	0.5	1.1	0.0
Service Workers	33.3	40.0	30.6	19.2	45.2	44.0	21.1
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report - 1973. Job Pattern for Minorities and Women in Private Industry - Vol. 8. Table 2, Occupational Employment Patterns in Selected SMSA's by Industry, Minority Group and Sex - 1973. Hospitals SIC 806. San Antonio SMSA, p. 353.

Table 4.5C(3)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1973
Hospitals
Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	48.4	51.6	73.7	5.7	19.0	1.6
Professionals	100.0%	23.8	76.2	77.6	4.7	15.4	2.3
Technicians	100.0%	23.3	76.7	34.9	26.2	38.3	0.6
Sales Workers	100.0%	0.0	100.0	12.5	0.0	25.0	62.5
Office and Clerical	100.0%	8.1	91.9	46.4	10.8	42.3	0.5
Craft Workers (Skilled)	100.0%	62.9	37.1	45.7	11.2	38.2	4.9
Operatives (Semi-skilled)	100.0%	44.8	55.2	32.5	10.0	56.3	1.2
Laborers (Unskilled)	100.0%	73.2	26.8	30.9	11.3	57.8	0.0
Service Workers	100.0%	34.1	65.9	24.7	22.7	51.9	0.7
TOTAL	100.0%	28.4	71.6	42.9	16.7	39.2	1.2

[1] **Other includes Asian and Native Americans.**

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report - 1973. Job Pattern for Minorities and Women in Private Industry - Vol. 8. Table 2, Occupational Employment Patterns in Selected SMSA's by Industry, Minority Group and Sex - 1973. Hospitals SIC 806. San Antonio SMSA, p. 353.

Table 4.5C(4)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1973

Hospitals
San Antonio SMSA

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	756	366	256	28	72	10	390	301	15	72	2
Professionals	2,060	491	374	18	89	10	1,659	1,224	78	228	39
Technicians	2,664	622	316	68	234	4	2,042	613	631	787	11
Sales Workers	8	0	0	0	0	0	8	1	0	2	5
Office and Clerical	1,978	161	60	12	88	1	1,817	857	202	748	10
Craft Workers (Skilled)	385	242	157	7	76	2	143	19	36	71	17
Operatives (Semi-skilled)	400	179	67	16	96	0	221	63	24	129	5
Laborers (Unskilled)	97	71	26	6	39	0	26	4	5	17	0
Service Workers	4,166	1,420	363	260	783	14	2,746	667	684	1,378	17
TOTAL	12,514	3,552	1,619	415	1,477	41	8,962	3,749	1,675	3,432	106

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report - 1973. Job Pattern for Minorities and Women in Private Industry - Vol. 8. Table 2, Occupational Employment Patterns in Selected SMSA's by Industry, Minority Group and Sex - 1973. Hospitals SIC 806, San Antonio SMSA, p. 353.

Table 4.5C(5)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1973

Hospitals

Percentage Distribuiton (Vertical)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	6.0	10.3	15.8	6.7	4.9	24.4	4.3	8.0	0.9	2.1	1.9
Professionals	16.5	13.8	23.1	4.3	6.0	24.4	17.5	32.6	4.7	6.6	36.8
Technicians	21.3	17.5	19.5	16.4	15.8	9.8	22.8	16.4	37.7	22.9	10.4
Sales Workers	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	4.7
Office and Clerical	15.8	4.5	3.7	2.9	6.0	2.4	20.3	22.9	12.1	21.8	9.4
Craft Workers (Skilled)	3.1	6.8	9.7	1.7	5.1	4.9	1.6	0.5	2.1	2.1	16.0
Operatives (Semi-skilled)	3.2	5.0	4.1	3.9	6.5	0.0	2.5	1.7	1.4	3.8	4.7
Laborers (Unskilled)	0.8	2.0	1.6	1.4	2.6	0.0	0.3	0.1	0.3	0.5	0.0
Service Workers	33.3	40.0	22.4	62.7	53.0	34.1	30.6	17.8	40.8	40.1	16.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report - 1973, Job Pattern for Minorities and Women in Private Industry - Vol. 8. Table 2, Occupational Employment Patterns in Selected SMSA's by Industry, Minority Group and Sex - 1973. Hospitals SIC 806, San Antonio SMSA, p. 353.

Table 4.5C(6)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1973

Hospitals

Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	48.4	33.9	3.7	9.5	1.3	51.6	39.8	2.0	9.5	0.3
Professionals	100.0%	23.8	18.2	0.9	4.3	0.5	76.2	59.4	3.8	11.1	1.8
Technicians	100.0%	23.3	11.9	2.6	8.8	0.1	76.7	23.0	23.7	29.5	0.4
Sales Workers	100.0%	0.0	0.0	0.0	0.0	0.0	100.0	12.5	0.0	25.0	62.5
Office and Clerical	100.0%	8.1	3.0	0.6	4.4	0.1	91.9	43.3	10.2	37.8	0.6
Craft Workers (Skilled)	100.0%	62.9	40.8	1.8	19.7	0.5	37.1	4.9	9.4	18.4	4.4
Operatives (Semi-skilled)	100.0%	44.8	16.8	4.0	24.0	0.0	55.2	15.8	6.0	32.3	1.1
Laborers (Unskilled)	100.0%	73.2	26.8	6.2	40.2	0.0	26.8	4.1	5.2	17.5	0.0
Service Workers	100.0%	34.1	8.7	6.2	18.8	0.4	65.9	16.0	16.4	33.1	0.4
TOTAL	100.0%	28.4	12.9	3.3	11.8	0.4	71.6	30.0	13.4	27.4	0.8

[1] **Other includes Asian and Native Americans.**

SOURCE: Equal Employment Opportunity Commission, Equal Employment Opportunity Report - 1973, Job Pattern for Minorities and Women in Private Industry - Vol. 8. Table 2, Occupational Employment Patterns in Selected SMSA's by Industry, Minority Group and Sex - 1973. Hospitals SIC 806, San Antonio SMSA, p. 353.

Table 4.6C(1)
Distribution of Employees by Race,
Ethnicity, Gender, and
Job Category - 1978
Hospitals - 13 Units
San Antonio SMSA

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	735	305	430	527	41	160	7
Professionals	1,559	166	1,393	1,189	75	274	21
Technicians	2,417	526	1,891	777	515	1,108	17
Sales Workers	0	0	0	0	0	0	0
Office and Clerical	1,499	85	1,414	628	135	729	7
Craft Workers (Skilled)	141	138	3	67	9	63	2
Operatives (Semi-skilled)	119	81	38	25	5	88	1
Laborers (Unskilled)	558	253	305	75	75	405	3
Service Workers	1,985	603	1,382	381	451	1,143	10
TOTAL	9,013	2,157	6,856	3,669	1,306	3,970	68

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employment Analysis Report Program - 1978 EEO-1 Report Summary by SMSA/SIC. San Antonio, TX, SIC - 806 - Hospitals, 13 Units/10 Employees, p. 29,712.

Table 4.6C(2)

Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1978

Hospitals

Percentage Distribution (Vertical)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	8.2	14.1	6.3	14.4	3.1	4.0	10.3
Professionals	17.3	7.7	20.3	32.4	5.8	6.9	30.9
Technicians	26.8	24.4	27.6	21.2	39.4	27.9	25.0
Sales Workers	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	16.6	3.9	20.6	17.1	10.3	18.4	10.3
Craft Workers (Skilled)	1.6	6.4	0.04	1.8	0.7	1.6	2.9
Operatives (Semi-skilled)	1.3	3.8	0.6	0.7	0.4	2.2	1.5
Laborers (Unskilled)	6.2	11.7	4.4	2.0	5.8	10.2	4.4
Service Workers	22.0	28.0	20.2	10.4	34.5	28.8	14.7
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employment Analysis Report Program - 1978 EEO-1 Report Summary by SMSA/SIC, San Antonio, TX., SIC - 806 - Hospitals, 13 Units/10 Employees, p. 29, 712.

Table 4.6C(3)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1978
Hospitals
Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	41.5	58.5	71.7	5.6	21.8	0.9
Professionals	100.0%	10.6	89.4	76.3	4.8	17.6	1.3
Technicians	100.0%	21.8	78.2	32.1	21.3	45.8	0.8
Sales Workers	100.0%	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	100.0%	5.7	94.3	41.9	9.0	48.6	0.5
Craft Workers (Skilled)	100.0%	97.9	2.1	47.5	6.4	44.7	1.4
Operatives (Semi-skilled)	100.0%	68.1	31.9	21.0	4.2	73.9	0.9
Laborers (Unskilled)	100.0%	45.3	54.7	13.4	13.4	72.6	0.6
Service Workers	100.0%	30.4	69.6	19.2	22.7	57.6	0.5
TOTAL	100.0%	23.9	76.1	40.7	14.5	44.0	0.8

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employment Analysis Report Program - 1978, EEO-1 Report Summary by SMSA/SIC, San Antonio, TX., SIC - 806 - Hospitals, 13 Units/ 10 Employees, p. 29, 712.

Table 4.6C(4)
Distribution of Employees by
Race, Ethnicity, Gender and
Job Category - 1978
Hospitals
San Antonio SMSA

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	735	305	204	24	73	4	430	323	17	87	3
Professionals	1,559	166	114	10	36	6	1,393	1,075	65	238	15
Technicians	2,417	526	187	53	281	5	1,891	590	462	827	12
Sales Workers	0	0	0	0	0	0	0	0	0	0	0
Office and Clerical	1,499	85	23	2	59	1	1,414	605	133	670	6
Craft Workers (Skilled)	141	138	66	7	63	2	3	1	2	0	0
Operatives (Semi-skilled)	119	81	22	5	53	1	38	3	0	35	0
Laborers (Unskilled)	558	253	35	31	186	1	305	40	44	219	2
Service Workers	1,985	603	157	115	328	3	1,382	224	336	815	7
TOTAL	9,013	2,157	808	247	1,079	23	6,856	2,861	1,059	2,891	45

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employment Analysis Report Program - 1978, EEO-1 Report Summary by SMSA/SIC, San Antonio, TX., SIC - 806 - Hospitals, 13 Units/10 Employees, p. 29, 712.

Table 4.6C(5)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1978

Hospitals

Percentage Distribution (Vertical)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	8.2	14.1	25.3	9.7	6.8	17.4	6.3	11.3	1.6	3.0	6.7
Professionals	17.3	7.7	14.1	4.0	3.3	26.1	20.3	37.6	6.1	8.2	33.3
Technicians	26.8	24.4	23.1	21.5	26.0	21.7	27.6	20.6	43.6	28.6	26.7
Sales Workers	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	16.6	3.9	2.9	0.8	5.5	4.3	20.6	21.1	12.6	23.2	13.3
Craft Workers (Skilled)	1.6	6.4	8.2	2.8	5.8	8.7	0.04	0.03	0.2	0.0	0.0
Operatives (Semi-skilled)	1.3	3.8	2.7	2.0	4.9	4.3	0.6	0.1	0.0	1.2	0.0
Laborers (Unskilled)	6.2	11.7	4.3	12.6	17.2	4.3	4.4	1.4	4.2	7.6	4.4
Service Workers	22.0	28.0	19.4	46.6	30.4	13.1	20.2	7.8	31.7	28.2	15.6
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employment Analysis Report Program - 1978, EEO-1 Report Summary by SMSA/SIC, San Antonio, TX., SIC - 806 - Hospitals, 13 Units/10 Employees, p. 29, 712.

Table 4.6C(6)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1978

Hospitals

Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	41.5	27.8	3.3	9.9	0.5	58.5	43.9	2.3	11.8	0.5
Professionals	100.0%	10.6	7.3	0.6	2.3	0.4	89.4	69.0	4.2	15.3	0.9
Technicians	100.0%	21.8	7.7	2.2	11.6	0.3	78.2	24.4	19.1	34.2	0.5
Sales Workers	100.0%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	100.0%	5.7	1.5	0.1	3.9	0.2	94.3	40.4	8.9	44.7	0.3
Craft Workers (Skilled)	100.0%	97.9	46.8	5.0	44.7	1.4	2.1	0.7	1.4	0.0	0.0
Operatives (Semi-skilled)	100.0%	68.1	18.5	4.2	44.5	0.9	31.9	2.5	0.0	29.4	0.0
Laborers (Unskilled)	100.0%	45.3	6.3	5.6	33.3	0.1	54.7	7.2	7.9	39.2	0.4
Service Workers	100.0%	30.4	7.9	5.8	16.5	0.2	69.6	11.3	16.9	41.1	0.3
TOTAL	100.0%	23.9	9.0	2.7	12.0	0.2	76.1	31.7	11.7	32.1	0.5

[1] Other includes Asian and Native Americans.

SOURCE: Equal Employment Opportunity Commission, Employment Analysis Report Program - 1978, EEO-1 Report Summary by SMSA/SIC, San Antonio, TX., SIC - 806 - Hospitals, 13 Units/10 Employees, p. 29, 712.

Table 4.7C(1)

Distribution of Hospital Work Force in San Antonio by Race, Ethnicity, Gender, and Job Category

1978

Public Institutions
San Antonio SMSA

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	139	76	63	101	5	30	3
Professionals	723	250	473	532	40	141	10
Technician	712	216	496	208	191	309	4
Protective Service	73	50	23	18	6	49	0
Para-Professional	529	177	352	135	151	241	2
Office and Clerical	775	94	681	214	137	420	4
Skilled Craft	111	107	4	54	7	49	1
Service/ Maintenance	830	294	536	122	176	524	8
Totals	3,892	1,264	2,628	1,384	713	1,763	32

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data aggregated from EEO-4 reports for: Bexar County Hospital District, San Antonio Chest Hospital, and San Antonio State Tuberculosis Hospital.

Table 4.7C(2)

Distribution of Hospitals Work Force in San Antonio by Race, Ethnicity, Gender, and Job Category

1978

Public Institutions - San Antonio SMSA

Percentage Distribution

Vertical

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	3.6	6.0	2.4	7.3	0.7	1.7	9.4
Professionals	18.6	19.8	18.0	38.4	5.6	8.0	31.2
Technician	18.3	17.1	18.9	15.0	26.8	17.5	12.5
Protective Service	1.9	3.9	0.9	1.3	0.8	2.8	0.0
Para-Professional	13.6	14.0	13.4	9.8	21.2	13.7	6.3
Office and Clerical	19.9	7.4	25.9	15.5	19.2	23.8	12.5
Skilled Craft	2.8	8.5	0.1	3.9	1.0	2.8	3.1
Service/ Maintenance	21.3	23.3	20.4	8.8	24.7	29.7	25.0
Totals	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data aggregated from EEO-4 reports for: Bexar County Hospital District, San Antonio Chest Hospital, and San Antonio State Tuberculosis Hospital

Table 4.7C(3)

Distribution of Total Hospital Work Force in San Antonio by Race, Ethnicity, Gender, and Job Category

1978
Public Institutions
San Antonio SMSA

Percentage Distribution
Horizontal

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	100.0%	54.7	45.3	72.7	3.6	21.6	2.1
Professionals	100.0%	34.6	65.4	73.6	5.5	19.5	1.4
Technician	100.0%	30.3	69.7	29.2	26.8	43.4	0.6
Protective Service	100.0%	68.5	31.5	24.7	8.2	67.1	0.0
Para-Professional	100.0%	33.5	66.5	25.5	28.5	45.6	0.4
Office and Clerical	100.0%	12.1	87.9	27.6	17.7	54.2	0.5
Skilled Craft	100.0%	96.4	3.6	48.6	6.3	44.1	0.9
Service/ Maintenance	100.0%	35.4	64.6	14.7	21.2	63.1	1.0
Totals	100.0%	32.5	67.5	35.6	18.3	45.3	0.8

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data aggregated from EEO-4 reports for: Bexar County Hospital District, San Antonio Chest Hospital, and San Antonio State Tuberculosis Hospital

Table 4.7C(4)

Distribution of Hospital
Work Force in San Antonio by Race,
Ethnicity, Gender, and Job
Category: 1978
Public Institutions
San Antonio

JOB CATEGORY	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	76	59	2	14	1	63	42	3	16	2
Professionals	250	177	8	59	6	473	355	32	82	4
Technician	216	60	35	119	2	496	148	156	190	2
Protective Service	50	16	5	29	0	23	2	1	20	0
Para-Professional	177	34	50	93	0	352	101	101	148	2
Office and Clerical	94	22	16	55	1	681	192	121	365	3
Skilled Craft	107	52	7	47	1	4	2	0	2	0
Service/ Maintenance	294	49	42	201	2	536	73	134	323	6
TOTALS	1,264	469	165	617	13	2,628	915	548	1,146	19

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data aggregated from EEO-4 reports for: Bexar County Hospital District, San Antonio Chest Hospital, and San Antonio State Tuberculosis Hospital.

Table 4.7C(5)

Distribution of Hospital
Work Force in San Antonio by Race,
Ethnicity, Gender, and Job
Category: 1978
Public Institutions
San Antonio
Percentage Distribution (Horizontal)

JOB CATEGORY	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	100.0%	77.6	2.6	18.4	1.3	100.0%	66.6	4.8	25.4	3.2
Professionals	100.0%	70.8	3.2	23.6	2.4	100.0%	75.1	6.7	17.3	0.9
Technician	100.0%	27.8	16.2	55.1	0.9	100.0%	29.8	31.5	38.3	0.4
Protective Service	100.0%	32.0	10.0	58.0	0.0	100.0%	8.7	4.3	87.0	0.0
Para-Professional	100.0%	19.2	28.3	52.5	0.0	100.0%	28.7	28.7	42.0	0.6
Office and Clerical	100.0%	23.4	17.0	58.5	1.1	100.0%	28.2	17.8	53.6	0.4
Skilled Craft	100.0%	48.6	6.5	43.9	0.9	100.0%	50.0	0.0	50.0	0.0
Service/ Maintenance	100.0%	16.6	14.3	68.4	0.7	100.0%	13.6	25.0	60.3	1.1
TOTALS	100.0%	37.1	13.1	48.8	1.0	100.0%	34.8	20.9	43.6	0.7

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data aggregated from EEO-4 reports for: Bexar County Hospital District, San Antonio Chest Hospital, and San Antonio State Tuberculosis Hospital.

Table 4.7C(6)

Distribution of Hospital Work Force in San Antonio by Race, Ethnicity, Gender, and Job Category: 1978
Public Institutions
San Antonio

Percentage Distribution (Vertical)

JOB CATEGORY	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	6.0	12.6	1.2	2.3	7.7	2.4	4.6	0.5	1.4	10.5
Professionals	19.8	37.7	4.9	9.6	46.1	18.0	38.8	5.8	7.2	21.0
Technician	17.1	12.8	21.2	19.3	15.4	18.9	16.2	28.5	16.6	10.5
Protective Service	3.9	3.4	3.0	4.7	0.0	0.9	0.2	0.2	1.7	0.0
Para-Professional	14.0	7.3	30.3	15.1	0.0	13.4	11.0	18.4	12.9	10.5
Office and Clerical	7.4	4.7	9.7	8.9	7.7	25.9	21.0	22.1	31.8	15.8
Skilled Craft	8.5	11.1	4.2	7.6	7.7	0.1	0.2	0.0	0.2	0.0
Service/ Maintenance	23.3	10.4	25.5	32.5	15.4	20.4	8.0	24.5	28.2	31.6
TOTALS	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

421

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data aggregated from EEO-4 reports for: Bexar County Hospital District, San Antonio Chest Hospital, and San Antonio State Tuberculosis Hospital.

Employment in the Broadcasting Industry
San Antonio Metropolitan Area
1971, 1975 and 1978

1971 - Table 4.8C(1)-(4)

1975 - Table 4.9C(1)-(4)

1978 - Table 4.10C(1)-(4)

Table 4.8C (1)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1971
Radio/Television Industry
San Antonio

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	90	81	9	82	1	6	1
Professionals	125	117	8	104	1	19	1
Technicians	85	85	0	69	0	16	0
Sales Workers	53	50	3	49	0	4	0
Office and Clerical	92	10	82	64	3	25	0
Craft Workers (Skilled)	15	14	1	8	4	3	0
Operatives (Semi-skilled)	16	13	3	8	2	6	0
Laborers (Unskilled)	0	0	0	0	0	0	0
Service Workers	7	6	1	1	4	2	0
TOTAL	483	376	107	385	15	81	2

[1] Other includes Asian and Native Americans.

SOURCE: Federal Communications Commission, Annual Employment Report: 1971-FCC Form 395. NOTE: All broadcast licensees having 5 or more full-time employees are required to file an annual employment profile report (FCC-395).

Table 4.8C (2)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1971
Radio/Television Industry
Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	90.0	10.0	91.1	1.1	6.7	1.1
Professionals	100.0%	93.6	6.4	83.2	0.8	15.2	0.8
Technicians	100.0%	100.0	0.0	81.2	0.0	18.8	0.0
Sales Workers	100.0%	94.3	5.7	92.5	0.0	7.5	0.0
Office and Clerical	100.0%	10.9	89.1	69.5	3.3	27.2	0.0
Craft Workers (Skilled)	100.0%	93.3	6.7	53.3	26.7	20.0	0.0
Operatives (Semi-skilled)	100.0%	81.3	18.7	50.0	12.5	37.5	0.0
Laborers (Unskilled)	100.0%	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers	100.0%	85.7	14.3	14.3	57.1	28.6	0.0
TOTAL	100.0%	77.8	22.2	79.7	3.1	16.8	0.4

[1] Other includes Asian and Native Americans.

SOURCE: Federal Communications Commission, Annual Employment Report: 1971- FCC Form 395. NOTE: All broadcast licensees having 5 or more full-time employees are required to file an annual employment profile report (FCC-395).

Table 4.8C (3)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1971

Radio/Television Industry

San Antonio

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	90	81	73	1	6	1	9	9	0	0	0
Professionals	125	117	98	1	17	1	8	6	0	2	0
Technicians	85	85	69	0	16	0	0	0	0	0	0
Sales Workers	53	50	47	0	3	0	3	2	0	1	0
Office and Clerical	92	10	4	0	6	0	82	60	3	19	0
Craft Workers (Skilled)	15	14	8	4	2	0	1	0	0	1	0
Operatives (Semi-skilled)	16	13	7	2	4	0	3	1	0	2	0
Laborers (Unskilled)	0	0	0	0	0	0	0	0	0	0	0
Service Workers	7	6	1	3	2	0	1	0	1	0	0
TOTAL	483	376	307	11	56	2	107	78	4	25	0

[1] Other includes Asian and Native Americans.

SOURCE: Federal Communications Commission, Annual Employment Report: 1971-FCC Form 395. NOTE: All broadcast licensees having 5 or more full-time employees are required to file an annual employment profile report (FCC-395).

Table 4.8C (4)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1971

Radio/Television Industry
Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	90.0	81.1	1.1	6.7	1.1	10.0	10.0	0.0	0.0	0.0
Professionals	100.0%	93.6	78.4	0.8	13.6	0.8	6.4	4.8	0.0	1.6	0.0
Technicians	100.0%	100.0	81.2	0.0	18.8	0.0	0.0	0.0	0.0	0.0	0.0
Sales Workers	100.0%	94.3	88.7	0.0	5.6	0.0	5.7	3.8	0.0	1.9	0.0
Office and Clerical	100.0%	10.9	4.4	0.0	6.5	0.0	89.1	65.2	3.3	20.6	0.0
Craft Workers (Skilled)	100.0%	93.3	53.3	26.7	13.3	0.0	6.7	0.0	0.0	6.7	0.0
Operatives (Semi-skilled)	100.0%	81.3	43.8	12.5	25.0	0.0	18.7	6.2	0.0	12.5	0.0
Laborers (Unskilled)	100.0%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers	100.0%	85.7	14.3	42.8	28.6	0.0	14.3	0.0	14.3	0.0	0.0
TOTAL	100.0%	77.8	63.6	2.3	11.6	0.4	22.2	16.1	0.8	5.2	0.0

[1] Other includes Asian and Native Americans.

SOURCE: Federal Communications Commission, Annual Employment Report: 1971-FCC Form 395. NOTE: All broadcast licensees having 5 or more full-time employees are required to file an annual employment profile report (FCC-395).

Table 4.9C (1)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1975
Radio/Television Industry
San Antonio

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	125	101	24	95	5	24	1
Professionals	172	151	21	103	9	60	0
Technicians	82	81	1	58	0	24	0
Sales Workers	63	61	2	51	1	11	0
Office and Clerical	92	12	80	44	4	43	1
Craft Workers (Skilled)	20	19	1	10	4	6	0
Operatives (Semi-skilled)	9	9	0	3	0	6	0
Laborers (Unskilled)	3	3	0	0	2	1	0
Service Workers	4	3	1	0	2	2	0
TOTAL	570	440	130	364	27	177	2

[1] Other includes Asian and Native Americans.

SOURCE: Federal Communications Commission, Annual Employment Report: 1975-FCC Form 395. NOTE: All broadcast licensees having 5 or more full-time employees are required to file an annual employment profile report (FCC-395).

Table 4.9C (2)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1975
Radio/Television Industry
Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	80.8	19.2	76.0	4.0	19.2	0.8
Professionals	100.0%	87.8	12.2	59.9	5.2	34.9	0.0
Technicians	100.0%	98.8	1.2	70.7	0.0	29.3	0.0
Sales Workers	100.0%	96.8	3.2	81.0	1.6	17.4	0.0
Office and Clerical	100.0%	13.0	87.0	47.8	4.4	46.7	1.1
Craft Workers (Skilled)	100.0%	95.0	5.0	50.0	20.0	30.0	0.0
Operatives (Semi-skilled)	100.0%	100.0	0.0	33.3	0.0	66.7	0.0
Laborers (Unskilled)	100.0%	100.0	0.0	0.0	66.7	33.3	0.0
Service Workers	100.0%	75.0	25.0	0.0	50.0	50.0	0.0
TOTAL	100.0%	77.2	22.8	63.9	4.7	31.0	0.4

[1] Other includes Asian and Native Americans.

SOURCE: Federal Communications Commission, Annual Employment Report: 1975- FCC Form 395. NOTE: All broadcast licensees having 5 or more full-time employees are required to file an annual employment profile report (FCC-395).

Table 4.9C (3)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1975

Radio/Television Industry
San Antonio

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	125	101	79	2	19	1	24	16	3	5	0
Professionals	172	151	94	7	50	0	21	9	2	10	0
Technicians	82	81	58	0	23	0	1	0	0	1	0
Sales Workers	63	61	49	1	11	0	2	2	0	0	0
Office and Clerical	92	12	2	0	10	0	80	42	4	33	1
Craft Workers (Skilled)	20	19	9	4	6	0	1	1	0	0	0
Operatives (Semi-skilled)	9	9	3	0	6	0	0	0	0	0	0
Laborers (Unskilled)	3	3	0	2	1	0	0	0	0	0	0
Service Workers	4	3	0	1	2	0	1	0	1	0	0
TOTAL	570	440	294	17	128	1	130	70	10	49	1

[1] Other includes Asian and Native Americans.

SOURCE: Federal Communications Commission, Annual Employment Report: 1975-FCC Form 395. NOTE: All broadcast licensees having 5 or more full-time employees are required to file an annual employment profile report (FCC-395).

Table 4.9C (4)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1975

Radio/Television Industry
Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	80.8	63.2	1.6	15.2	0.8	19.2	12.8	2.4	4.0	0.0
Professionals	100.0%	87.8	54.6	4.1	29.1	0.0	12.2	5.2	1.2	5.8	0.0
Technicians	100.0%	98.8	70.7	0.0	28.1	0.0	1.2	0.0	0.0	1.2	0.0
Sales Workers	100.0%	96.8	77.7	1.6	17.5	0.0	3.2	3.2	0.0	0.0	0.0
Office and Clerical	100.0%	13.0	2.2	0.0	10.8	0.0	87.0	45.7	4.3	35.9	1.1
Craft Workers (Skilled)	100.0%	95.0	45.0	20.0	30.0	0.0	5.0	5.0	0.0	0.0	0.0
Operatives (Semi-skilled)	100.0%	100.0	33.3	0.0	66.7	0.0	0.0	0.0	0.0	0.0	0.0
Laborers (Unskilled)	100.0%	100.0	0.0	66.7	33.3	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers	100.0%	75.0	0.0	25.0	50.0	0.0	25.0	0.0	25.0	0.0	0.0
TOTAL	100.0%	77.2	51.6	3.0	22.4	0.2	22.8	12.3	1.7	8.6	0.2

[1] Other includes Asian and Native Americans.

SOURCE: Federal Communications Commission, Annual Employment Report: 1975-FCC Form 395. NOTE: All broadcast licensees having 5 or more full-time employees are required to file an annual employment profile report (FCC-395).

Table 4.10C(1)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1978
Radio/Television Industry
San Antonio

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	127	98	29	98	7	20	2
Professionals	201	164	37	120	9	72	0
Technicians	109	101	8	62	2	45	0
Sales Workers	86	53	33	67	3	16	0
Office and Clerical	88	10	78	26	7	55	0
Craft Workers (Skilled)	13	13	0	11	1	1	0
Operatives (Semi-skilled)	10	10	0	3	1	6	0
Laborers (Unskilled)	1	1	0	0	0	1	0
Service Workers	5	4	1	0	3	2	0
TOTAL	640	454	186	387	33	218	2

[1] Other includes Asian and Native Americans.

SOURCE: Federal Communications Commission, Annual Employment Report: 1978-FCC Form 395. NOTE: All broadcast licensees having 5 or more full-time employees are required to file an annual employment profile report (FCC-395).

Table 4.10C(2)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1978
Radio/Television Industry
Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	77.2	22.8	77.2	5.5	15.7	1.6
Professionals	100.0%	81.6	18.4	59.7	4.5	35.8	0.0
Technicians	100.0%	92.7	7.3	56.9	1.8	41.3	0.0
Sales Workers	100.0%	61.6	38.4	77.9	3.5	18.6	0.0
Office and Clerical	100.0%	11.4	88.6	29.5	8.0	62.5	0.0
Craft Workers (Skilled)	100.0%	100.0	0.0	84.6	7.7	7.7	0.0
Operatives (Semi-skilled)	100.0%	100.0	0.0	30.0	10.0	60.0	0.0
Laborers (Unskilled)	100.0%	100.0	0.0	0.0	0.0	100.0	0.0
Service Workers	100.0%	80.0	20.0	0.0	60.0	40.0	0.0
TOTAL	100.0%	70.9	29.1	60.5	5.2	34.0	0.3

[1] Other includes Asian and Native Americans.

SOURCE: Federal Communications Commission, Annual Employment Report: 1978- FCC Form 395. NOTE: All broadcast licensees having 5 or more full-time employees are required to file an annual employment profile report (FCC-395).

Table 4.10C(3)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1978

Radio/Television Industry

San Antonio

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	127	98	79	5	13	1	29	19	2	7	1
Professionals	201	164	97	5	62	0	37	23	4	10	0
Technicians	109	101	56	1	44	0	8	6	1	1	0
Sales Workers	86	53	40	2	11	0	33	27	1	5	0
Office and Clerical	88	10	1	3	6	0	78	25	4	49	0
Craft Workers (Skilled)	13	13	11	1	1	0	0	0	0	0	0
Operatives (Semi-skilled)	10	10	3	1	6	0	0	0	0	0	0
Laborers (Unskilled)	1	1	0	0	1	0	0	0	0	0	0
Service Workers	5	4	0	3	1	0	1	0	0	1	0
TOTAL	640	454	287	21	145	1	186	100	12	73	1

[1] Other includes Asian and Native Americans.

SOURCE: Federal Communications Commission, Annual Employment Report: 1978 - FCC Form 395. NOTE: All broadcast licensees having 5 or more full-time employees are required to file an annual employment profile report (FCC-395).

Table 4.10C(4)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1978

Radio/Television Industry

Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	77.0	62.2	3.9	10.2	0.8	22.8	15.0	1.6	5.5	0.8
Professionals	100.0%	81.6	48.3	2.5	30.8	0.0	18.4	11.4	2.0	5.0	0.0
Technicians	100.0%	92.7	51.4	0.9	40.4	0.0	7.3	5.5	0.9	0.9	0.0
Sales Workers	100.0%	61.6	46.5	2.3	12.8	0.0	38.4	31.4	1.2	5.8	0.0
Office and Clerical	100.0%	11.4	1.2	3.4	6.8	0.0	88.6	28.4	4.5	55.7	0.0
Craft Workers (Skilled)	100.0%	100.0	84.6	7.7	7.7	0.0	0.0	0.0	0.0	0.0	0.0
Operatives (Semi-skilled)	100.0%	100.0	30.0	10.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0
Laborers (Unskilled)	100.0%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers	100.0%	80.0	0.0	60.0	20.0	0.0	20.0	0.0	0.0	20.0	0.0
TOTAL	100.0%	70.9	44.8	3.3	22.6	0.2	29.1	15.6	1.9	11.4	0.2

[1] Other includes Asian and Native Americans.

SOURCE: Federal Communications Commission, Annual Employment Report: 1978 - FCC Form 395. NOTE: All broadcast licensees having 5 or more full-time employees are required to file an annual employment profile report (FCC-395).

Employment in Colleges and Universities
San Antonio Metropolitan Area
1975 and 1977

Table 4.11C - Incarnate Word College
Table 4.12C - Our Lady of the Lake University
Table 4.13C - St. Mary's University
Table 4.14C - St. Philips College
Table 4.15C - San Antonio College
Table 4.16C - Trinity University
Table 4.17C - University of Texas at San Antonio

Table 4.11C(1)

Distribution of Employees by Race, Ethnicity Gender and Job Category - 1975

Incarnate Word College - Vertical Distribution

A. Job Categories Employees with 9-10 Mo. Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Executive/Admin. Managerial	2 3.1	2 8.0	2 9.1	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	61 93.8	22 88.0	19 86.4	0 0.0	3 100.0	0 0.0	39 97.5	36 97.3	1 100.0	2 100.0	0 0.0
Professional Non-Faculty	2 3.1	1 4.0	1 4.5	0 0.0	0 0.0	0 0.0	1 2.5	1 2.7	0 0.0	0 0.0	0 0.0
Secretarial/ Clerical	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Technical/ Paraprofessional	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Skilled Crafts	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	65 100.0	25 100.0%	22 100.0%	0 100.0%	3 100.0%	0 100.0%	40 100.0%	37 100.0%	1 100.0%	2 100.0%	0 100.0%
B. Other Less Than 9-10 Mo.	0	0	0	0	0	0	0	0	0	0	0
C. 11-12 Mo. Contr.											
Executive/Admin. Managerial	17 21.2	7 35.0	7 53.8	0 0.0	0 0.0	0 0.0	10 16.7	10 32.3	0 0.0	0 0.0	0 0.0
Faculty	7 8.7	3 15.0	2 15.4	0 0.0	1 14.3	0 0.0	4 6.7	3 9.7	0 0.0	1 3.5	0 0.0
Professional Non-Faculty	11 13.8	3 15.0	3 23.1	0 0.0	0 0.0	0 0.0	8 13.3	7 22.6	0 0.0	1 3.5	0 0.0
Secretarial Clerical	23 28.8	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	23 38.3	10 32.2	0 0.0	13 44.8	0 0.0
Technical/ Paraprofessional	2 2.5	2 10.0	0 0.0	0 0.0	2 28.6	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Skilled Crafts	1 1.3	1 5.0	0 0.0	0 0.0	1 14.3	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	19 23.7	4 20.0	1 7.7	0 0.0	3 42.8	0 0.0	15 25.0	1 3.2	0 0.0	14 48.2	0 0.0
TOTAL	80 100.0	20 100.0%	13 100.0%	0 100.0%	7 100.0%	0 100.0%	60 100.0%	31 100.0%	0 100.0%	29 100.0%	0 100.0%
Grand Total	145	45	35	0	10	0	100	68	1	31	0

SOURCE: Incarnate Word College, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). April 1976.

Table 4.11C(2)
Salary Distribution of Employees by Race, Ethnicity and Gender- 1975

Incarnate Word College - Vertical Distribution

A. Employees with 9-10 Month Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	7 10.8	3 12.0	3 13.6	0 0.0	0 0.0	0 0.0	4 10.0	3 8.1	1 100.0	0 0.0	0 0.0
10,000-12,999	27 41.5	9 36.0	7 31.8	0 0.0	2 66.7	0 0.0	18 45.0	17 46.0	0 0.0	1 50.0	0 0.0
13,000-15,999	20 30.8	10 40.0	9 40.9	0 0.0	1 33.3	0 0.0	10 25.0	10 27.0	0 0.0	0 0.0	0 0.0
16,000-18,999	7 10.8	2 8.0	2 9.1	0 0.0	0 0.0	0 0.0	5 12.5	4 10.8	0 0.0	1 50.0	0 0.0
19,000-24,999	4 6.1	1 4.0	1 4.6	0 0.0	0 0.0	0 0.0	3 7.5	3 8.1	0 0.0	0 0.0	0 0.0
25,000 Plus	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	65 100.0%	25 100.0	22 100.0%	0 100.0%	3 100.0%	0 100.0%	40 100.0%	37 100.0%	1 100.0%	2 100.0%	0 100.0%
B. 11-12 Months											
Below $ 9,999	55 68.7	10 50.0	4 30.8	0 0.0	6 85.7	0 0.0	45 75.0	18 58.1	0 0.0	27 93.1	0 0.0
10,000-12,000	7 8.7	1 5.0	1 7.7	0 0.0	0 0.0	0 0.0	6 10.0	5 16.1	0 0.0	1 3.4	0 0.0
13,000-15,999	11 13.7	5 25.0	4 30.8	0 0.0	1 14.3	0 0.0	6 10.0	5 16.1	0 0.0	1 3.4	0 0.0
16,000-18,999	1 1.3	1 5.0	1 7.7	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
19,000-24,999	5 6.3	3 15.0	3 23.1	0 0.0	0 0.0	0 0.0	2 3.3	2 6.5	0 0.0	0 0.0	0 0.0
25,000 Plus	1 1.3	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	1 1.7	1 3.2	0 0.0	0 0.0	0 0.0
TOTAL	80 100.0%	20 100.0%	13 100.0%	0 100.0%	7 100.0%	0 100.0%	60 100.0%	31 100.0%	0 100.0%	29 100.0%	0 100.0%
Grand Total	145	45	35	0	10	0	100	68	1	31	0

[1] "Other" includes Asian and Native Americans.

SOURCE: Incarnate Word College, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). April 1976.

Table 4.11C(1)a

Distribution of Employees by Race, Ethnicity Gender and Job Category - 1978

Incarnate Word College - Vertical Distribution

A. Job Categories Employees with 9-10 Mo. Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Executive/Admin. Managerial	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	70 94.6	25 96.1	23 95.8	0 0.0	2 100.0	0 0.0	45 93.8	44 93.6	0 0.0	1 100.0	0 0.0
Professional Non-Faculty	1 1.4	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	1 2.1	1 2.1	0 0.0	0 0.0	0 0.0
Secretarial/ Clerical	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Technical/ Paraprofessional	3 4.0	1 3.9	1 4.2	0 0.0	0 0.0	0 0.0	2 4.1	2 4.3	0 0.0	0 0.0	0 0.0
Skilled Crafts	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	74 100.0	26 100.0%	24 100.0%	0 100.0%	2 100.0%	0 100.0%	48 100.0%	47 100.0%	0 100.0%	1 100.0%	0 100.0%
B. Other Less Than 9-10 Mo.	0	0	0	0	0	0	0	0	0	0	0
C. 11-12 Mo. Contr.											
Executive/Admin Managerial	21 25.3	9 42.8	9 69.2	0 0.0	0 0.0	0 0.0	12 19.3	12 30.8	0 0.0	0 0.0	0 0.0
Faculty	6 7.2	1 4.8	0 0.0	0 0.0	1 12.5	0 0.0	5 8.1	5 12.8	0 0.0	0 0.0	0 0.0
Professional Non-Faculty	10 12.1	1 4.8	1 7.7	0 0.0	0 0.0	0 0.0	9 14.5	8 20.5	0 0.0	1 4.3	0 0.0
Secretarial Clerical	25 30.1	2 9.5	0 0.0	0 0.0	2 25.0	0 0.0	23 37.1	14 35.9	0 0.0	9 39.1	0 0.0
Technical/ Paraprofessional	3 3.6	3 14.3	1 7.7	0 0.0	2 25.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Skilled Crafts	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	18 21.7	5 23.8	2 15.4	0 0.0	3 37.5	0 0.0	13 21.0	0 0.0	0 0.0	13 56.5	0 0.0
TOTAL	83 100.0	21 100.0%	13 100.0%	0 100.0%	8 100.0%	0 100.0%	62 100.0%	39 100.0%	0 100.0%	23 100.0%	0 100.0%
Grand Total	157	47	37	0	10	0	110	86	0	24	0

SOURCE: Incarnate Word College, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Feb. 1978.

Table 4.11C(2)a
Salary Distribution of Employees by Race, Ethnicity and Gender - 1978

Incarnate Word College - Vertical Distribution

A. Employees with 9-10 Month Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	7 9.4	3 11.5	3 12.5	0 0.0	0 0.0	0 0.0	4 8.3	4 8.5	0 0.0	0 0.0	0 0.0
10,000-12,999	24 32.4	2 7.7	1 4.2	0 0.0	1 50.0	0 0.0	22 45.8	22 46.8	0 0.0	0 0.0	0 0.0
13,000-15,999	29 39.2	14 53.8	13 54.2	0 0.0	1 50.0	0 0.0	15 31.3	15 31.9	0 0.0	0 0.0	0 0.0
16,000-18,999	5 6.8	4 15.4	4 16.6	0 0.0	0 0.0	0 0.0	1 2.1	1 2.1	0 0.0	0 0.0	0 0.0
19,000-24,999	9 12.2	3 11.5	3 12.5	0 0.0	0 0.0	0 0.0	6 12.5	5 10.6	0 0.0	1 100.0	0 0.0
25,000 Plus	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	74 100.0%	26 100.0%	24 100.0%	0 100.0%	2 100.0%	0 100.0%	48 100.0%	47 100.0%	0 100.0%	1 100.0%	0 100.0%
B. 11-12 Months											
Below $ 9,999	49 59.0	9 42.9	3 23.1	0 0.0	6 75.0	0 0.0	40 64.5	18 46.2	0 0.0	22 95.7	0 0.0
10,000-12,000	18 21.7	4 19.0	2 15.4	0 0.0	2 25.0	0 0.0	14 22.6	13 33.3	0 0.0	1 4.3	0 0.0
13,000-15,999	4 4.8	1 4.8	1 7.7	0 0.0	0 0.0	0 0.0	3 4.8	3 7.7	0 0.0	0 0.0	0 0.0
16,000-18,999	5 6.0	3 14.3	3 23.1	0 0.0	0 0.0	0 0.0	2 3.2	2 5.1	0 0.0	0 0.0	0 0.0
19,000-24,999	6 7.2	4 19.0	4 30.8	0 0.0	0 0.0	0 0.0	2 3.2	2 5.1	0 0.0	0 0.0	0 0.0
25,000 Plus	1 1.2	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	1 1.6	1 2.6	0 0.0	0 0.0	0 0.0
TOTAL	83 100.0%	21 100.0%	13 100.0%	0 100.0%	8 100.0%	0 100.0%	62 100.0%	39 100.0%	0 100.0%	23 100.0%	0 100.0%
Grand Total	157	47	37	0	10	0	110	86	0	24	0

1. "Other" includes Asian and Native Americans.

SOURCE: Incarnate Word College, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Feb. 1978.

Table 4.12C(1)

Distribution of Employees by Race, Ethnicity Gender and Job Category - 1975

Our Lady of the Lake University - Vertical Distribution

A. Job Categories Employees with 9-10 Mo. Contract	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Mexican American	MALE Other	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Mexican American	FEMALE Other
Executive/Admin Managerial	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	72 86.8	33 94.3	30 93.8	0 0.0	3 100.0	0 0.0	39 81.3	34 82.9	1 100.0	4 66.7	0 0.0
Professional Non-Faculty	11 13.2	2 5.7	2 6.3	0 0.0	0 0.0	0 0.0	9 18.7	7 17.1	0 0.0	2 33.3	0 0.0
Secretarial/ Clerical	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Technical/ Paraprofessional	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Skilled Crafts	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	83 100.0%	35 100.0%	32 100.0%	0 100.0%	3 100.0%	0 100.0%	48 100.0%	41 100.0%	1 100.0%	6 100.0%	0 100.0%
B. Other Less Than 9-10 Mo.	0 0	0	0	0	0	0	0	0	0	0	0
C. 11-12 Mo. Contr.											
Executive/Admin Managerial	20 11.9	12 20.3	9 33.3	0 0.0	3 9.4	0 0.0	8 7.3	6 10.0	0 0.0	2 4.3	0 0.0
Faculty	18 10.7	5 8.5	1 3.7	0 0.0	4 12.5	0 0.0	13 11.9	7 11.7	0 0.0	5 10.9	1 50.0
Professional Non-Faculty	29 17.3	8 13.6	7 25.9	0 0.0	1 3.1	0 0.0	21 19.3	19 31.7	0 0.0	2 4.3	0 0.0
Secretarial Clerical	56 33.3	2 3.4	2 7.4	0 0.0	0 0.0	0 0.0	54 49.5	25 41.7	1 100.0	27 58.7	1 50.0
Technical/ Paraprofessional	4 2.4	2 3.4	2 7.4	0 0.0	0 0.0	0 0.0	2 1.8	2 3.3	0 0.0	0 0.0	0 0.0
Skilled Crafts	9 5.4	9 15.3	4 14.9	0 0.0	5 15.6	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	32 19.0	21 32.5	2 7.4	0 0.0	19 59.4	0 0.0	11 10.1	1 1.6	0 0.0	10 21.7	0 0.0
TOTAL	168 100.0%	59 100.0%	27 100.0%	0 100.0%	32 100.0%	0 100.0%	109 100.0%	60 100.0%	1 100.0%	46 100.0%	2 100.0%
Grand Total	251	94	59	0	35	0	157	101	2	52	2

SOURCE: Our Lady of the Lake University, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). April 1976.

Table 4.12C(2)
Salary Distribution of Employees by Race, Ethnicity and Gender - 1975

Our Lady of the Lake University - Vertical Distribution

A. Employees with 9-10 Mouth Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	20 24.1	6 17.1	6 18.8	0 0.0	0 0.0	0 0.0	14 29.2	11 26.8	0 0.0	3 50.0	0 0.0
10,000-12,999	32 38.6	12 34.3	11 34.4	0 0.0	1 33.3	0 0.0	20 41.7	18 43.9	0 0.0	2 33.3	0 0.0
13,000-15,999	25 30.1	12 34.3	10 31.2	0 0.0	2 66.7	0 0.0	13 27.1	11 26.8	1 100.0	1 16.7	0 0.0
16,000-18,999	6 7.2	5 14.3	5 15.6	0 0.0	0 0.0	0 0.0	1 2.0	1 2.4	0 0.0	0 0.0	0 0.0
19,000-24,999	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
25,000 Plus	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	83 100.0%	35 100.0%	32 100.0%	0 100.0%	3 100.0%	0 100.0%	48 100.0%	41 100.0%	1 100.0%	6 100.0%	0 100.0%
B. 11-12 Months											
Below $ 9,999	120 71.4	36 61.0	13 48.2	0 0.0	23 71.9	0 0.0	84 77.1	42 70.0	1 100.0	39 84.8	2 100.0
10,000-12,000	21 12.5	8 13.6	4 14.8	0 0.0	4 12.5	0 0.0	13 11.9	10 16.7	0 0.0	3 6.5	0 0.0
13,000-15,999	10 6.0	4 6.8	2 7.4	0 0.0	2 6.2	0 0.0	6 5.5	5 8.3	0 0.0	1 2.2	0 0.0
16,000-18,999	8 4.8	6 10.2	4 14.8	0 0.0	2 6.2	0 0.0	2 1.8	2 3.3	0 0.0	0 0.0	0 0.0
19,000-24,999	6 3.6	2 3.4	1 3.7	0 0.0	1 3.2	0 0.0	4 3.7	1 1.7	0 0.0	3 6.5	0 0.0
25,000 Plus	3 1.7	3 5.0	3 11.1	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	168 100.0%	59 100.0%	27 100.0%	0 100.0%	32 100.0%	0 100.0%	109 100.0%	60 100.0%	1 100.0%	46 100.0%	2 100.0%
Grand Total	251	94	59	0	35	0	157	101	2	52	2

1. "Other" includes Asian and Native Americans.

SOURCE: Our Lady of the Lake University, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). April 1976

Table 4.12C(1)a
Distribution of Employees by Race, Ethnicity Gender and Job Category- 1978
Our Lady of the Lake University - Vertical Distribution

A. Job Categories Employees with 9-10 Mo. Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Executive/Admin. Managerial	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	65 82.3	30 96.8	26 100.0	0 0.0	4 80.0	0 0.0	35 72.9	29 72.5	1 100.0	5 71.4	0 0.0
Professional Non-Faculty	14 17.7	1 3.2	0 00.0	0 0.0	1 0.0	0 0.0	13 27.1	11 27.5	0 0.0	2 28.6	0 0.0
Secretarial/ Clerical	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Technical/ Paraprofessional	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Skilled Crafts	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	79 100.0%	31 100.0%	26 100.0%	0 100.0%	5 100.0%	0 100.0%	48 100.0	40 100.0%	1 100.0%	7 100.0%	0 100.0%
B. Other less Than 9-10 Mo.	0	0	0	0	0	0	0	0	0	0	0
C. 11-12 Mo. Contr.											
Executive/Admin Managerial	22 12.0	15 22.4	12 36.4	0 0.0	3 9.4	0 0.0	7 6.0	6 9.2	0 0.0	1 2.1	0 0.0
Faculty	24 13.0	9 13.4	4 12.1	0 0.0	5 15.6	0 0.0	15 12.8	8 12.3	1 50.0	5 10.4	1 50.0
Professional Non-Faculty	26 14.1	4 6.0	4 12.1	0 0.0	0 0.0	0 0.0	22 18.8	17 26.2	0 0.0	4 8.3	1 50.0
Secretarial Clerical	63 34.2	4 6.0	4 12.1	0 0.0	0 0.0	0 0.0	59 50.4	31 47.7	1 50.0	27 56.3	0 0.0
Technical/ Paraprofessional	6 3.3	4 6.0	3 9.1	1 50.0	0 0.0	0 0.0	2 1.7	2 3.1	0 0.0	0 0.0	0 0.0
Skilled Crafts	7 3.8	7 10.4	4 12.1	0 0.0	3 9.4	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	36 19.6	24 35.8	2 6.1	1 50.0	21 65.6	0 0.0	12 10.3	1 1.6	0 0.0	11 22.9	0 0.0
TOTAL	184 100.0%	67 100.0%	33 100.0%	2 100.0%	32 100.0%	0 100.0%	117 100.0%	65 100.0%	2 100.0%	48 100.0%	2 100.0%
Grand Total	263	98	59	2	37	0	165	105	3	55	2

SOURCE: Our Lady of the Lake University, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Feb., 1978.

Table 4.12C(2)a

Salary Distribution of Employees by Race, Ethnicity and Gender - 1978

Our Lady of the Lake University - Vertical Distribution

A. Employees with 9-10 Month Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	9 11.4	3 9.7	1 3.9	0 0.0	2 40.0	0 0.0	6 12.5	5 12.5	0 0.0	1 14.3	0 0.0
10,000-12,999	28 35.4	8 25.8	7 26.9	0 0.0	1 20.0	0 0.0	20 41.7	16 40.0	0 0.0	4 57.1	0 0.0
13,000-15,999	20 25.3	8 25.8	8 30.8	0 0.0	0 0.0	0 0.0	12 25.0	11 27.5	0 0.0	1 14.3	0 0.0
16,000-18,999	17 21.5	8 25.8	6 23.1	0 0.0	2 40.0	0 0.0	9 18.7	7 17.5	1 100.0	1 14.3	0 0.0
19,000-24,999	5 6.4	4 12.9	4 15.3	0 0.0	0 0.0	0 0.0	1 2.1	1 2.5	0 0.0	0 0.0	0 0.0
25,000 Plus	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	79 100.0%	31 100.0%	26 100.0%	0 100.0%	5 100.0%	0 100.0%	48 100.0%	40 100.0%	1 100.0%	7 100.0%	0 100.0%
B. 11-12 Months											
Below $ 9,999	117 63.6	38 56.7	13 39.4	2 100.0	23 71.9	0 0.0	79 67.5	36 55.4	1 50.0	42 87.5	0 0.0
10,000-12,000	25 13.6	4 6.0	3 9.1	0 0.0	1 3.1	0 0.0	21 18.0	18 27.7	0 0.0	1 2.0	2 100.0
13,000-15,999	11 6.0	4 6.0	3 9.1	0 0.0	1 3.1	0 0.0	7 6.0	6 9.2	0 0.0	1 2.0	0 0.0
16,000-18,999	9 4.9	4 6.0	44 12.1	0 0.0	0 0.0	0 0.0	5 4.3	2 3.1	1 50.0	2 4.2	0 0.0
19,000-24,999	18 9.8	14 20.9	7 21.2	0 0.0	7 21.9	0 0.0	4 3.4	2 3.1	0 0.0	2 4.2	0 0.0
25,000 Plus	4 2.1	3 4.4	3 9.9	0 0.0	0 0.0	0 0.0	1 8.0	1 1.5	0 0.0	0 0.0	0 0.0
TOTAL	184 100.0%	67 100.0%	33 100.0%	2 100.0%	32 100.0%	0 100.0%	117 100.0%	65 100.0%	2 100.0%	48 100.0%	2 100.0%
Grand Total	263	98	59	2	37	0	165	105	3	55	2

1. "Other" includes Asian and Native Americans.

SOURCE: Our Lady of the Lake University, Equal Employment Opportunity Commission Higher Education Staff Information (EEO-6) Feb., 1978.

Table 4.13C(1)
Distribution of Employees by Race, Ethnicity Gender and Job Category- 1975
St. Mary's University - Vertical Distribution

A. Job Categories Employees with 9-10 Mo. Contract	Total	MALE Total	MALE White/Anglo	MALE Black	MALE Mexican American	MALE Other	FEMALE Total	FEMALE White/Anglo	FEMALE Black	FEMALE Mexican American	FEMALE Other
Executive/Admin Managerial	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	95 96.0	86 100.0	79 79.0	0 0.0	4 100.0	3 100.0	9 69.2	8 72.7	0 0.0	1 100.0	0 0.0
Professional Non-Faculty	3 3.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	3 23.1	2 18.2	0 0.0	0 0.0	1 100.0
Secretarial/ Clerical	1 1.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	1 7.7	1 9.0	0 0.0	0 0.0	0 0.0
Technical/ Paraprofessional	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Skilled Crafts	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	99 100.0%	86 100.0%	79 100.0%	0 100.0%	4 100.0%	3 100.0%	13 100.0%	11 100.0%	0 100.0%	1 100.0%	1 100.0%
B. Other Less Than 9-10 Mo.	0	0	0	0	0	0	0	0	0	0	0
C. 11-12 Mo. Contr.											
Executive/Admin Managerial	32 13.4	25 25.0	24 42.9	0 0.0	1 3.1	0 0.0	7 5.0	4 6.1	0 0.0	3 4.5	0 0.0
Faculty	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Professional Non-Faculty	43 18.0	23 23.0	18 32.1	1 8.3	4 12.5	0 0.0	20 14.4	16 24.2	1 16.7	3 4.5	0 0.0
Secretarial Clerical	83 34.7	5 5.0	2 3.6	0 0.0	3 9.4	0 0.0	78 56.1	44 66.7	3 50.0	31 47.0	0 0.0
Technical/ Paraprofessional	10 4.2	8 8.0	5 8.9	3 25.0	0 0.0	0 0.0	2 1.4	1 1.5	0 0.0	1 1.5	0 0.0
Skilled Crafts	6 2.5	6 6.0	2 3.6	4 33.3	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	65 27.2	33 33.0	5 8.9	4 33.3	24 75.0	0 0.0	32 23.0	1 1.5	2 33.3	28 42.4	1 100.0
TOTAL	239 00.0%	100 100.0%	56 100.0%	12 100.0%	32 100.0%	0 100.0%	139 100.0%	66 100.0%	6 100.0%	66 100.0%	1 100.0%
Grand Total	338	186	135	12	36	3	152	77	6	67	2

SOURCE: St. Mary's University, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). April 1976

Table 4.13C(2)
Salary Distribution of Employees by Race, Ethnicity and Gender - 1975

St. Mary's University - Vertical Distribution

A. Employees with 9-10 Month Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	11 11.1	6 7.0	6 7.6	0 0.0	0 0.0	0 0.0	5 38.5	4 36.4	0 0.0	0 0.0	1 100.0
10,000-12,999	34 34.3	28 32.5	24 30.4	0 0.0	3 75.0	1 33.3	6 46.2	6 54.5	0 0.0	0 0.0	0 0.0
13,000-15,999	27 27.3	25 29.1	24 30.4	0 0.0	0 0.0	1 33.3	2 15.3	1 9.1	0 0.0	1 100.0	0 0.0
16,000-18,999	11 11.1	11 12.8	11 13.9	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
19,000-24,999	8 8.1	8 9.3	8 10.1	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
25,000 Plus	8 8.1	8 9.3	6 7.6	0 0.0	1 25.0	1 33.3	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	99 100.0%	86 100.0%	79 100.0%	0 100.0%	4 100.0%	3 100.0%	13 100.0%	11 100.0%	0 100.0%	1 100.0%	1 100.0%
B. 11-12 Months											
Below $ 9,999	190 79.5	65 65.0	23 41.1	11 91.7	31 96.9	0 0.0	125 89.9	53 80.3	6 100.0	65 98.5	1 100.0
10,000-12,000	25 10.5	14 14.0	12 21.4	1 8.3	1 3.1	0 0.0	11 7.9	10 15.2	0 0.0	1 1.5	0 0.0
13,000-15,999	7 2.9	4 4.0	4 7.1	0 0.0	0 0.0	0 0.0	3 2.2	3 4.5	0 0.0	0 0.0	0 0.0
16,000-18,999	5 2.1	5 5.0	5 8.9	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
19,000-24,999	1 0.4	1 1.0	1 1.8	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
25,000 Plus	11 4.6	11 11.0	11 19.6	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	239 100.0%	100 100.0%	56 100.0%	12 100.0%	32 100.0%	0 100.0%	139 100.0%	66 100.0%	6 100.0%	66 100.0%	1 100.0%
Grand Total	338	186	135	12	36	3	152	77	6	67	2

1. "Other" includes Asian and Native Americans.

SOURCE: St. Mary's University, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). April 1976

Table 4.13C(1)a

Distribution of Employees by Race, Ethnicity Gender and Job Category - 1978

St. Mary's University - Vertical Distribution

A. Job Categories Employees with 9-10 Mo. Contract		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Executive/Admin. Managerial	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	99 77.3	86 90.5	78 98.7	0 0.0	5 38.5	3 100.0	13 39.4	12 80.0	0 0.0	1 6.3	0 0.0
Professional Non-Faculty	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Secretarial/ Clerical	2 1.6	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	2 0.0	1 0.0	0 0.0	1 0.0	0 0.0
Technical/ Paraprofessional	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Skilled Crafts	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	27 21.1	9 9.5	1 1.3	0 0.0	8 61.5	0 0.0	18 59.5	2 13.3	2 100.0	14 87.6	0 0.0
TOTAL	128 100.0	95 100.0	79 100.0	0 100.0	13 100.0	3 100.0	33 100.0	15 100.0	2 100.0	16 100.0	0 100.0
B. Other Less Than 9-10 Mo.	0	0	0	0	0	0	0	0	0	0	0
C. 11-12 Mo. Contr.											
Executive/Admin Managerial	29 11.6	24 22.4	23 36.5	0 0.0	1 2.6	0 0.0	5 3.5	4 4.7	0 0.0	1 1.9	0 0.0
Faculty	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Professional Non-Faculty	55 22.0	30 28.0	25 39.7	3 60.0	2 5.1	0 0.0	25 17.5	19 22.3	1 25.0	5 9.4	0 0.0
Secretarial Clerical	98 39.2	5 4.7	2 3.2	0 0.0	3 7.7	0 0.0	93 65.0	58 68.2	2 50.0	32 60.4	1 100.0
Technical/ Paraprofessional	13 5.2	8 7.5	7 11.1	0 0.0	1 2.6	0 0.0	5 3.5	3 3.5	1 25.0	1 1.9	0 0.0
Skilled Crafts	9 3.6	9 8.4	2 3.2	1 20.0	6 15.4	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	46 18.4	31 29.0	4 6.3	1 20.0	26 66.6	0 0.0	15 10.5	1 1.2	0 0.0	14 26.4	0 0.0
TOTAL	250 100.0	107 100.0%	63 100.0%	5 100.0%	39 100.0%	0 100.0%	143 100.0%	85 100.0%	4 100.0%	53 100.0%	1 100.0%
Grand Total	378	202	142	5	52	3	176	100	6	69	1

SOURCE: St. Mary's University, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Feb. 1978.

Table 4.13C(2)a
Salary Distribution of Employees by Race, Ethnicity and Gender - 1978

St. Mary's University - Vertical Distribution

A. Employees with 9-10 Month Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	32 25.6	12 13.0	4 5.3	0 0.0	8 61.5	0 0.0	20 60.6	3 20.0	2 100.0	15 93.8	0 0.0
10,000-12,999	28 22.4	20 21.7	18 23.7	0 0.0	2 15.4	0 0.0	8 24.2	8 53.3	0 0.0	0 0.0	0 0.0
13,000-15,999	26 20. 8	24 26.1	22 28.9	0 0.0	1 7.7	1 33.3	2 6.1	2 13.3	0 0.0	0 0.0	0 0.0
16,000-18,999	22 17.6	19 20.7	17 22.4	0 0.0	1 7.7	1 33.3	3 9.1	2 13.3	0 0.0	1 6.2	0 0.0
19,000-24,999	12 9.6	12 13.1	12 15.8	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
25,000 Plus	5 4.0	5 5.4	3 3.9	0 0.0	1 7.7	1 33.3	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	125 100.0	92 100.0	76 100.0	0 100.0	13 100.0	3 100.0	33 100.0	15 100.0	2 100.0	16 100.0	0 100.0
B. 11-12 Months											
Below $ 9,999	186 74.4	62 57.9	22 34.9	3 60.0	37 94.9	0 0.0	124 86.7	70 82.4	3 75.0	50 94.3	1 100.0
10,000-12,000	25 10.0	14 13.1	10 15.9	2 40.0	2 5.1	0 0.0	11 7.7	9 10.6	0 0.0	2 3.8	0 0.0
13,000-15,999	17 6.8	12 11.2	12 19.0	0 0.0	0 0.0	0 0.0	5 3.5	3 3.5	1 25.0	1 1.9	0 0.0
16,000-18,999	4 1.6	3 2.8	3 4.8	0 0.0	0 0.0	0 0.0	1 0.0	1 0.0	0 0.0	0 0.0	0 0.0
19,000-24,999	10 4.0	8 7.5	8 12.7	0 0.0	0 0.0	0 0.0	2 1.4	2 2.3	0 0.0	0 0.0	0 0.0
25,000 Plus	8 3.2	8 7.5	8 12.7	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	250 100.0	107 100.0	63 100.0	5 100.0	39 100.0	0 100.0	143 100.0	85 100.0	4 100.0	53 100.0	1 100.0
Grand Total	375	199	139	5	52	3	176	100	6	69	1

1. "Other" includes Asian and Native Americans.

SOURCE: St. Mary's University, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Feb. 1978.

Table 4.14C(1)

Distribution of Employees by Race, Ethnicity Gender and Job Category - 1975

St. Phillips College - Vertical Distribution

A. Job Categories Employees with 9-10 Mo. Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Executive/Admin Managerial	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	99 80.5	55 79.7	32 94.1	12 70.6	10 58.8	1 100.0	44 81.5	23 100.0	13 65.0	7 70.0	1 100.0
Professional Non-Faculty	15 12.2	11 15.9	2 5.9	4 23.5	5 29.4	0 0.0	4 7.4	0 0.0	3 15.0	1 10.0	0 0.0
Secretarial/ Clerical	9 7.3	3 4.3	0 0.0	1 5.9	2 11.8	0 0.0	6 11.1	0 0.0	4 20.0	2 20.0	0 0.0
Technical/ Paraprofessional	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Skilled Crafts	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	123 100.0%	69 100.0%	34 100.0%	17 100.0%	17 100.0%	1 100.0%	54 100.0%	23 100.0%	20 100.0%	10 100.0%	1 100.0%

B. Other less Than 9-10 Mo.	0	0	0	0	0	0	0	0	0	0	0

C. 11-12 Mo. Contr.											
Executive/Admin Managerial	10 6.8	10 13.7	0 0.0	7 18.4	3 15.8	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	43 29.5	16 21.9	9 60.0	3 7.9	3 15.8	1 100.0	27 37.0	13 72.2	11 36.7	3 12.0	0 0.0
Professional Non-Faculty	10 6.8	6 8.2	1 6.7	3 7.9	2 10.5	0 0.0	4 5.5	1 5.6	3 10.0	0 0.0	0 0.0
Secretarial Clerical	42 28.8	2 2.7	0 0.0	2 5.3	0 0.0	0 0.0	40 54.8	4 22.2	14 46.7	22 88.0	0 0.0
Technical/ Paraprofessional	2 1.4	2 2.7	0 0.0	1 2.6	1 5.3	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Skilled Crafts	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	39 26.7	37 50.7	5 33.3	22 57.9	10 52.6	0 0.9	2 2.7	0 0.0	2 6.6	0 0.0	0 0.0
TOTAL	146 100.0%	73 100.0%	15 100.0%	38 100.0%	19 100.0%	1 100.0%	73 100.0%	18 100.0%	30 100.0%	25 100.0%	0 100.0%
Grand Total	269	142	49	55	36	2	127	41	50	35	1

SOURCE: St. Phillips College, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). April 1976

Table 4.14C(2)
Salary Distribution of Employees by Race, Ethnicity and Gender - 1975

St. Phillips College - Vertical Distribution

A. Employees with 9-10 Month Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	17 13.8	8 11.6	0 0.0	3 17.6	5 29.4	0 0.0	9 16.7	0 0.0	6 30.0	3 30.0	0 0.0
10,000-12,999	50 40.7	33 47.8	19 55.9	6 35.3	8 47.1	0 0.0	17 31.5	7 30.4	4 20.0	5 50.0	1 100.0
13,000-15,999	45 36.6	23 33.3	15 44.1	3 17.6	4 23.5	1 100.0	22 40.7	13 56.5	7 35.0	2 20.0	0 0.0
16,000-18,999	9 7.3	4 5.8	0 0.0	4 23.5	0 0.0	0 0.0	5 9.3	3 13.1	2 10.0	0 0.0	0 0.0
19,000-24,999	2 1.6	1 1.5	0 0.0	1 6.0	0 0.0	0 0.0	1 1.8	0 0.0	1 5.0	0 0.0	0 0.0
25,000 Plus	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	123 100.0%	69 100.0%	34 100.0%	17 100.0%	17 100.0%	1 100.0%	54 100.0%	23 100.0%	20 100.0%	10 100.0%	1 100.0%
B. 11-12 Months											
Below $ 9,999	87 59.6	44 60.3	5 33.3	26 68.4	13 68.4	0 0.0	43 58.9	4 22.2	17 56.7	22 88.0	0 0.0
10,000-12,000	4 2.7	1 1.4	1 6.7	0 0.0	0 0.0	0 0.0	3 4.1	3 16.7	0 0.0	0 0.0	0 0.0
13,000-15,999	13 8.9	6 8.2	0 0.0	4 10.5	2 10.5	0 0.0	7 9.6	5 27.7	2 6.7	0 0.0	0 0.0
16,000-18,999	22 15.1	10 13.7	6 40.0	1 2.6	3 15.8	0 0.0	12 16.4	3 16.7	8 26.6	1 4.0	0 0.0
19,000-24,999	17 11.6	9 12.3	3 20.0	4 10.5	1 5.3	1 100.0	8 11.0	3 16.7	3 10.0	2 8.0	0 0.0
25,000 Plus	3 2.1	3 4.1	0 0.0	3 8.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	146 100.0%	73 100.0%	15 100.0%	38 100.0%	19 100.0%	1 100.0%	73 100.0%	18 100.0%	30 100.0%	25 100.0%	0 100.0%
Grand Total	269	142	49	55	36	2	127	41	50	35	1

1. "Other" includes Asian and Native Americans.

SOURCE: St. Phillips College, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). April 1976

Table 4.14C(1)a
Distribution of Employees by Race, Ethnicity Gender and Job Category - 1978
St. Phillips College - Vertical Distribution

A. Job Categories Employees with 9-10 Mo. Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Executive/Admin Managerial	0 0	0 0	0	0	0	0	0	0	0	0	0
Faculty	162 82.7	94 83.9	55 96.5	19 73.1	18 69.2	2 66.7	68 81.0	38 95.0	16 66.7	14 73.7	0 0.0
Professional Non-Faculty	8 4.1	6 5.4	2 3.5	1 3.9	3 11.5	0 0.0	2 2.4	0 0.0	2 8.3	0 0.0	0 0.0
Secretarial/ Clerical	17 8.7	3 2.7	0 0.0	2 7.7	1 3.9	0 0.0	14 16.6	2 5.0	6 25.0	5 26.3	1 100.0
Technical/ Paraprofessional	0	0	0	0	0	0	0	0	0	0	0
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0
Service/ Maintenance	9 4.5	9 8.0	0 0.0	4 15.3	4 15.4	1 33.3	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	196 100.0	112 100.0%	57 100.0%	26 100.0%	26 100.0%	3 100.0%	84 100.0%	40 100.0%	24 100.0%	19 100.0%	1 100.0%
B. Other Less Than 9-10 Mo.	33	20	10	3	6	1	11	6	3	3	1
C. 11-12 Mo. Contr.											
Executive/Admin Managerial	9 5.5	9 10.5	1 7.1	6 14.3	2 7.4	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	40 24.4	14 16.3	7 50.0	3 7.1	3 11.1	1 33.3	26 33.3	11 64.7	14 33.3	1 5.3	0 0.0
Professional Non-Faculty	15 9.2	10 11.6	0 0.0	5 11.9	5 18.5	0 0.0	5 6.4	2 11.8	3 7.1	0 0.0	0 0.0
Secretarial Clerical	50 30.5	8 9.3	1 7.1	2 4.8	5 18.5	0 0.0	42 53.9	3 17.7	22 52.4	17 89.4	0 0.0
Technical/ Paraprofessional	0	0	0	0	0	0	0	0	0	0	0
Skilled Crafts	4 2.4	4 4.7	2 14.2	1 2.4	1 3.7	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	46 28.0	41 47.6	3 21.5	25 59.5	11 40.8	2 66.7	5 6.4	1 5.8	3 7.1	1 5.3	0 0.0
TOTAL	164 100.0	86 100.0%	14 100.0%	42 100.0%	27 100.0%	3 100.0%	78 100.0%	17 100.0%	42 100.0%	19 100.0%	0 100.0%
Grand Total	393	218	81	71	59	7	175	63	69	41	2

SOURCE: St. Phillips College, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Feb., 1978.

Table 4.14C(2)a
Salary Distribution of Employees by Race, Ethnicity and Gender - 1978

St. Phillips College - Vertical Distribution

A. Employees with 9-10 Month Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	55 28.1	32 28.6	10 17.5	10 38.5	10 38.5	2 66.7	23 27.4	7 17.5	9 37.5	6 31.6	1 100.0
10,000-12,999	51 26.0	30 26.8	17 29.8	6 23.1	7 26.9	0 0.0	21 25.0	11 27.5	5 20.8	5 26.3	0 0.0
13,000-15,999	65 33.2	42 37.5	27 47.4	5 19.2	9 34.6	1 33.3	23 27.4	14 35.0	3 12.5	6 31.6	0 0.0
16,000-18,999	18 9.2	6 5.3	2 3.5	4 15.4	0 0.0	0 0.0	12 14.3	7 17.5	4 16.7	1 5.2	0 0.0
19,000-24,999	7 3.5	2 1.8	1 1.8	1 3.8	0 0.0	0 0.0	5 5.9	1 2.5	3 12.5	1 5.2	0 0.0
25,000 Plus	0 0.0	0 0.0	0 00.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	196 100.0%	112 100.0%	57 100.0%	26 100.0%	26 100.0%	3 100.0%	84 100.0%	40 100.0%	24 100.0%	19 100.0%	1 100.0%
B. 11-12 Months											
Below $ 9,999	102 62.2	53 61.6	5 25.0	28 77.8	18 66.7	2 66.7	49 62.8	4 23.5	27 64.3	18 94.7	0 0.0
10,000-12,000	12 7.3	7 8.1	1 5.0	3 8.3	3 11.1	0 0.0	5 6.4	2 11.8	3 7.1	0 0.0	0 0.0
13,000-15,999	8 4.9	4 4.7	1 5.0	1 2.8	2 7.4	0 0.0	4 5.1	3 17.6	1 2.4	0 0.0	0 0.0
16,000-18,999	10 6.1	6 7.0	2 10.0	2 5.5	2 7.4	0 0.0	4 5.1	2 11.8	2 4.8	0 0.0	0 0.0
19,000-24,999	26 15.9	10 11.6	5 25.0	2 5.5	2 7.4	1 33.3	16 20.6	6 35.3	9 21.4	1 5.3	0 0.0
25,000 Plus	6 3.6	6 7.0	6 30.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	164 100.0%	86 100.0%	20 100.0%	36 100.0%	27 100.0%	3 100.0%	78 100.0%	17 100.0%	42 100.0%	19 100.0%	0 100.0%
Grand Total	360	198	77	62	53	6	162	57	66	38	1

1. "Other" includes Asian and Native Americans.

SOURCE: St. Phillips College, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6), Feb., 1978.

Table 4.15C(1)

Distributior of Employees by Race, Ethnicity
Gender and Job Category - 1975
San Antonio College - Vertical Distribution

A. Job Categories Employees with 9-10 Mo. Contract		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Executive/Admin Managerial	1 0.2	1 0.3	0 0.0	0 0.0	1 3.8	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	406 95.7	259 98.5	232 99.1	2 100.0	24 92.3	1 100.0	147 91.3	130 92.9	2 100.0	15 79.0	0 0.0
Professional Non-Faculty	2 0.5	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	2 1.2	2 1.4	0 0.0	0 0.0	0 0.0
Secretarial/ Clerical	13 3.1	2 0.8	2 0.9	0 0.0	0 0.0	0 0.0	11 6.8	8 5.7	0 0.0	3 15.8	0 0.0
Technical/ Paraprofessional	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Skilled Crafts	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	2 0.5	1 0.3	0 0.0	0 0.0	1 3.8	0 0.0	1 0.6	0 0.0	0 0.0	1 5.2	0 0.0
TOTAL	424 100.0%	263 100.0%	234 100.0%	2 100.0%	26 100.0%	1 100.0%	161 100.0%	140 100.0%	2 100.0%	19 100.0%	0 100.0%
B. Other Less Than 9-10 Mo.	78	49	47	0	2	0	29	27	0	2	0
C. 11-12 Mo. Contr.											
Executive/Admin Managerial	24 6.3	22 10.3	21 17.5	0 0.0	1 1.4	0 0.0	2 1.2	2 2.1	0 0.0	0 0.0	0 0.0
Faculty	58 15.3	44 20.6	38 31.6	0 0.0	6 8.3	0 0.0	14 8.4	8 8.5	2 16.7	4 6.8	0 0.0
Professional Non-Faculty	33 8.7	24 11.2	17 14.2	1 5.0	5 6.9	1 50.0	9 5.4	8 8.5	0 0.0	1 1.7	0 0.0
Secretarial Clerical	146 38.4	19 8.9	14 11.7	1 5.0	4 5.6	0 0.0	127 76.5	74 78.7	3 25.0	49 83.1	1 100.0
Technical/ Paraprofessional	13 3.4	12 5.6	8 6.7	2 10.0	1 1.4	1 50.0	1 0.6	1 1.1	0 0.0	0 0.0	0 0.0
Skilled Crafts	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	106 27.9	93 43.4	22 18.3	16 80.0	55 76.4	0 0.0	13 7.8	1 1.1	7 58.3	5 8.4	0 0.0
TOTAL	380 100.0%	214 100.0%	120 100.0%	20 100.0%	72 100.0%	2 100.0%	166 100.0%	94 100.0%	12 100.0%	59 100.0%	1 100.0%
Grand Total	882	526	401	22	100	3	356	261	14	80	1

SOURCE: San Antonio College, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). April 1976

Table 4.15C(2)
Salary Distribution of Employees by Race, Ethnicity and Gender- 1975

San Antonio College - Vertical Distribution

A. Employees with 9-10 Month Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	19 4.5	5 1.9	4 1.7	0 0.0	1 3.8	0 0.0	14 8.7	10 7.1	0 0.0	4 21.1	0 0.0
10,000-12,999	55 13.0	27 10.3	21 9.0	0 0.0	6 23.1	0 0.0	28 17.4	22 15.7	2 100.0	4 21.1	0 0.0
13,000-15,999	198 46.7	137 52.1	123 52.6	1 50.0	12 46.2	1 100.0	61 37.9	55 39.3	0 0.0	6 31.5	0 0.0
16,000-18,999	121 28.5	74 28.1	67 28.6	1 50.0	6 23.1	0 0.0	47 29.2	42 30.0	0 0.0	5 26.3	0 0.0
19,000-24,999	31 7.3	20 7.6	19 8.1	0 0.0	1 3.8	0 0.0	11 6.8	11 7.8	0 0.0	0 0.0	0 0.0
25,000 Plus	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	424 100.0%	263 100.0%	234 100.0%	2 100.0%	26 100.0%	1 100.0%	161 100.0%	140 100.0%	2 100.0%	19 100.0%	0 100.0%
B. 11-12 Months											
Below $ 9,999	250 65.8	109 50.9	34 28.3	16 80.0	59 81.9	0 0.0	141 84.9	76 80.9	10 83.3	54 91.5	1 100.0
10,000-12,000	24 6.3	19 8.9	13 10.8	2 10.0	4 5.6	0 0.0	5 3.0	4 4.2	0 0.0	1 1.7	0 0.0
13,000-15,999	28 7.4	17 7.9	11 9.2	2 10.0	2 2.8	2 100.0	11 6.6	8 8.5	1 8.3	2 3.4	0 0.0
16,000-18,999	21 5.5	18 8.4	15 12.5	0 0.0	3 4.2	0 0.0	3 1.8	1 1.1	1 8.3	1 1.7	0 0.0
19,000-24,999	43 11.3	38 17.8	34 28.3	0 0.0	4 5.5	0 0.0	5 3.0	4 4.2	0 0.0	1 1.7	0 0.0
25,000 Plus	14 3.7	13 6.1	13 10.8	0 0.0	0 0.0	0 0.0	1 0.6	1 1.1	0 0.0	0 0.0	0 0.0
TOTAL	380 100.0%	214 100.0%	120 100.0%	20 100.0%	72 100.0%	2 100.0%	166 100.0%	94 100.0%	12 100.0%	59 100.0%	1 100.0%
Grand Total	804	477	354	22	98	3	327	234	14	78	1

1. "Other" includes Asian and Native Americans.

SOURCE: San Antonio College, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). April 1976

Table 4.15C(1)a

Distribution of Employees by Race, Ethnicity
Gender and Job Category - 1978
San Antonio College - Vertical Distribution

A. Job Categories Employees with 9-10 Mo. Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Executive/Admin Managerial	0	0	0	0	0	0	0	0	0	0	0
Faculty	423 94.	265 97.	239 98.8	1 100.0	23 88.4	2 100.0	158 88.	140 92.1	4 100.0	13 59.1	1 100.
Professional Non-Faculty	6 1.	4 1.	2 0.8	0	2 7.7	0	2 1.1	2 1.3	0	0	0
Secretarial/ Clerical	21 4.7	2 0.	1 0.4	0	1 3.8	0	19 10.6	10 6.6	0	40.9	0
Technical/ Paraprofessional	0	0	0	0	0	0	0	0	0	0	0
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0
Service/ Maintenance	0	0	0	0	0	0	0	0	0	0	0
TOTAL	450 100%	271 100%	242 100.0	1 100.0%	26 100.0	2 100.0%	179 100.0	152 100.0%	4 100.0%	22 100.0%	1 100.0%
B. Other Less Than 9-10 Mo.	4	2	2	0	0	0	2	2	0	0	0
C. 11-12 Mo. Contr.											
Executive/Admin Managerial	25 5.9	25 10.2	18 13.9	1 6.7	6 6.2	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	63 14.8	46 18.8	40 31.0	0 0.0	5 5.1	1 25.0	17 9.4	12 12.1	2 16.7	3 4.3	0 0.0
Professional Non-Faculty	49 11.5	32 13.1	26 20.1	1 6.7	4 4.1	1 25.0	17 9.4	15 15.1	0.0	2 2.9	0 0.0
Secretarial Clerical	166 39.0	34 13.9	22 17.1	2 13.3	10 10.3	0 0.0	132 72.9	72 72.7	4 33.3	56 80.0	0 0.0
Technical/ Paraprofessional	0	0	0	0	0	0	0	0	0	0	0
Skilled Crafts	14 3.2	14 5.7	5 3.9	1 6.7	7 7.2	1 25.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	109 25.6	94 38.3	18 13.9	10 66.6	65 67.0	1 25.0	15 8.3	0.0	6 50.0	9 12.8	0.0
TOTAL	426 100.0	245 100.0%	129 100.0%	15 100.0%	97 100.0%	4 100.0%	181 100.0%	99 100.0%	12 100.0%	70 100.0%	0 100.0%
Grand Total	876	516	371	16	123	6	360	251	16	92	1

SOURCE: San Antonio College, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) Feb., 1978.

Table 4.15C(2)a
Salary Distribution of Employees by Race, Ethnicity and Gender - 1978

San Antonio College - Vertical Distribibtion

A. Employees with 9-10 Mouth Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	23 5.1	3 1.1	2 0.8	0 0.0	1 3.8	0 0.0	20 11.2	11 7.2	0 0.0	9 40.9	0 0.0
10,000-12,999	18 4.0	6 2.2	5 2.1	0 0.0	1 3.8	0 0.0	12 6.7	9 5.9	1 25.0	2 9.0	0 0.0
13,000-15,999	121 26.9	68 25.1	57 23.5	0 0.0	10 38.5	1 50.0	53 29.6	46 30.3	2 50.0	4 18.2	1 100.0
16,000-18,999	180 40.0	133 49.1	121 50.0	0 0.0	11 42.3	1 50.0	47 26.3	43 28.3	1 25.0	3 13.6	0 0.0
19,000-24,999	107 23.8	61 22.5	57 23.6	1 100.0	3 11.5	0 0.0	46 25.7	42 27.6	0 0.0	4 18.2	0 0.0
25,000 Plus	1 0.2	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	1 0.5	1 0.7	0 0.0	0 0.0	0 0.0
TOTAL	450 100.0%	271 100.0%	242 100.0%	1 100.0%	26 100.0%	2 100.0%	179 100.0%	152 100.0%	4 100.0%	22 100.0%	1 100.0%
B. 11-12 Months											
Below $ 9,999	274 64.3	133 54.3	38 29.5	11 73.3	82 84.5	2 50.0	141 77.9	66 66.6	10 83.3	65 92.9	0 0.0
10,000-12,000	28 6.6	15 6.1	12 9.3	2 13.3	1 1.0	0 0.0	13 7.2	12 12.1	0 0.0	1 1.4	0 0.0
13,000-15,999	20 4.7	14 5.7	10 7.7	1 6.7	2 2.1	1 25.0	6 3.3	5 5.1	0 0.0	1 1.4	0 0.0
16,000-18,999	23 5.4	13 5.3	11 8.5	0 0.0	2 2.1	0 0.0	10 5.5	7 7.1	2 16.7	1 1.4	0 0.0
19,000-24,999	50 11.7	44 17.9	33 25.6	1 6.7	9 9.3	1 25.0	6 3.3	4 4.0	0 0.0	2 2.9	0 0.0
25,000 Plus	31 7.2	26 10.6	25 19.4	0 0.0	1 1.0	0 0.0	5 2.8	5 5.1	0 0.0	0 0.0	0 0.0
TOTAL	426 100.0%	245 100.0%	129 100.0%	15 100.0%	97 100.0%	4 100.0%	181 100.0%	99 100.0%	12 100.0%	70 100.0%	0 100.0%
Grand Total	876	516	371	16	123	6	360	251	16	92	1

1. "Other" includes Asian and Native Americans.

SOURCE: San Antonio College, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Feb., 1978.

Table 4.16C(1)

Distribution of Employees by Race, Ethnicity Gender and Job Category - 1975

Trinity University - Vertical Distribution

A. Job Categories Employees with 9-10 Mo. Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Executive/Admin. Managerial	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0
Faculty	97 100.0	77 100.0	75 100.0	0 0	2 100.0	0 0	20 100.0	19 100.0	0 0	1 100.0	0 0
Professional Non-Faculty	0 0	0	0	0	0	0	0	0	0	0	0
Secretarial/ Clerical	0 0	0	0	0	0	0	0	0	0	0	0
Technical/ Paraprofessional	0 0	0	0	0	0	0	0	0	0	0	0
Skilled Crafts	0 0	0	0	0	0	0	0	0	0	0	0
Service/ Maintenance	0 0	0	0	0	0	0	0	0	0	0	0
TOTAL	97 100.0	77 100.0%	75 100.0%	0 100.0%	2 100.0%	0 100.0%	20 100.0%	19 100.0%	0 100.0%	1 100.0%	0 100.0%
B. Other less Than 9-10 Mo.	46	32	30	1	1	0	14	12	0	2	0
C. 11-12 Mo. Contr.											
Executive/Admin. Managerial	106 27.1	59 28.5	56 35.7	2 25.0	1 2.6	0 0.0	47 25.5	45 29.4	1 100.0	1 3.4	0 0.0
Faculty	78 19.9	69 33.3	68 43.3	1 12.5	0 0.0	0 0.0	9 4.9	9 5.9	0 0.0	0 0.0	0 0.0
Professional Non-Faculty	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Secretarial Clerical	132 33.8	12 5.8	6 3.8	0 0.0	6 15.4	0 0.0	120 65.2	91 59.5	0 0.0	28 96.6	1 100.0
Technical/ Paraprofessional	19 4.9	16 7.7	8 5.1	0 0.0	5 12.8	3 100.0	3 1.6	3 2.0	0 0.0	0 0.0	0 0.0
Skilled Crafts	30 7.7	26 12.6	17 10.8	2 25.0	7 17.9	0 0.0	4 2.2	4 2.6	0 0.0	0 0.0	0 0.0
Service/ Maintenance	26 6.6	25 12.1	2 1.3	3 37.5	20 51.3	0 0.0	1 0.5	1 0.7	0 0.0	0 0.0	0 0.0
TOTAL	391 100.0	207 100.0%	157 100.0%	8 100.0%	39 100.0%	3 100.0%	184 100.0%	153 100.0%	1 100.0%	29 100.0%	1 100.0%
Grand Total	534	316	216	9	42	3	218	184	1	32	1

SOURCE: Trinity University, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). April 1976

Table 4.16C(2)
Salary Distribution of Employees by Race, Ethnicity and Gender - 1975

Trinity University - Vertical Distribution

A. Employees with 9-10 Month Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	2 2.1	1 1.3	1 1.3	0 0.0	0 0.0	0 0.0	1 5.0	1 5.3	0 0.0	0 0.0	0 0.0
10,000-12,999	27 27.8	19 24.7	17 22.7	0 0.0	2 100.0	0 0.0	8 40.0	7 36.8	0 0.0	1 100.0	0 0.0
13,000-15,999	45 46.4	36 46.8	36 48.0	0 0.0	0 0.0	0 0.0	9 45.0	9 47.4	0 0.0	0 0.0	0 0.0
16,000-18,999	19 19.6	17 22.1	17 22.7	0 0.0	0 0.0	0 0.0	2 10.0	2 10.5	0 0.0	0 0.0	0 0.0
19,000-24,999	4 4.1	4 5.2	4 5.3	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
25,000 Plus	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	97 100.0%	77 100.0%	75 100.0%	0 100.0%	2 100.0%	0 100.0%	20 100.0%	19 100.0%	0 100.0%	1 100.0%	0 100.0%
B. 11-12 Months											
Below $ 9,999	218 55.8	68 32.9	24 15.3	6 75.0	36 92.3	2 66.7	150 81.5	119 77.8	1 100.0	29 100.0	1 100.0
10,000-12,000	38 9.7	21 10.1	19 12.1	0 0.0	2 5.1	0 0.0	17 9.2	17 11.1	0 0.0	0 0.0	0 0.0
13,000-15,999	32 8.2	23 11.1	22 14.0	0 0.0	0 0.0	1 33.3	9 4.9	9 5.9	0 0.0	0 0.0	0 0.0
16,000-18,999	38 9.7	33 15.9	32 20.4	0 0.0	1 2.6	0 0.0	5 2.7	5 3.3	0 0.0	0 0.0	0 0.0
19,000-24,999	54 13.8	51 24.6	50 31.8	1 12.5	0 0.0	0 0.0	3 1.6	3 1.9	0 0.0	0 0.0	0 0.0
25,000 Plus	11 2.8	11 5.3	10 6.4	1 12.5	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	391 100.0%	207 100.0%	157 100.0%	8 100.0%	39 100.0%	3 100.0%	184 100.0%	153 100.0%	1 100.0%	29 100.0%	1 100.0%
Grand Total	488	284	232	8	41	3	204	172	1	30	1

1. "Other" includes Asian and Native Americans.

SOURCE: Trinity University, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). April 1976

Table 4.16C(1)a

Distribution of Employees by Race, Ethnicity
Gender and Job Category - 1978
Trinity University - Vertical Distribution

A. Job Categories Employees with 9-10 Mo. Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Executive/Admin. Managerial	0	0	0	0	0	0	0	0	0	0	0
Faculty	173 100.0	143 100.0	138 100.0	1 100.0	3 100.0	2 100.0	30 100.0	28 100.0	0 100.0	1 100.0	1 100.0
Professional Non-Faculty	0	0	0	0	0	0	0	0	0	0	0
Secretarial/ Clerical	0	0	0	0	0	0	0	0	0	0	0
Technical/ Paraprofessional	0	0	0	0	0	0	0	0	0	0	0
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0
Service/ Maintenance	0	0	0	0	0	0	0	0	0	0	0
TOTAL	173 100.0	143 100.0	138 100.0	1 100.0	3 100.0	2 100.0	30 100.0	28 100.0	0 100.0	1 100.0	1 100.0
B. Other Less Than 9-10 Mo.	0	0	0	0	0	0	0	0	0	0	0
C. 11-12 Mo. Contr.											
Executive/Admin Managerial	23 6.7	21 13.8	19 17.8	0 0.0	2 5.0	0 0.0	2 1.0	2 1.3	0 0.0	0 0.0	0 0.0
Faculty	16 4.7	15 9.8	15 14.0	0 0.0	0 0.0	0 0.0	1 0.5	1 0.6	0 0.0	0 0.0	0 0.0
Professional Non-Faculty	61 17.7	37 24.3	36 33.6	0 0.0	1 2.5	0 0.0	24 12.5	23 14.6	0 0.0	1 3.2	0 0.0
Secretarial Clerical	172 50.0	13 8.6	8 7.5	0 0.0	5 12.5	0 0.0	159 82.8	126 80.3	2 66.7	30 96.8	1 100.0
Technical/ Paraprofessional	22 6.4	18 11.8	13 12.1	0 0.0	4 10.0	1 100.0	4 2.1	4 2.5	0 0.0	0 0.0	0 0.0
Skilled Crafts	25 7.3	25 16.4	14 13.1	3 75.0	8 20.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	25 7.3	23 15.1	2 1.9	1 25.0	20 50.0	0 0.0	2 1.0	1 0.6	1 33.3	0 0.0	0 0.0
TOTAL	346 100.0	152 100.0	107 100.0	4 100.0	40 100.0	1 100.0	192 100.0	157 100.0	3 100.0	31 100.0	1 100.0
Grand Total	517	295	245	5	43	3	222	185	3	32	2

SOURCE: Trinity University, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Jan., 1978.

Table 4.16C(2)a
Salary Distribution of Employees by Race, Ethnicity and Gender - 1978

Trinity University - Vertical Distribution

A. Employees with 9-10 Month Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
10,000-12,999	9 5.2	9 6.3	9 6.5	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
13,000-15,999	69 39.9	51 35.7	50 36.2	0 0.0	1 33.3	0 0.0	18 60.0	17 60.7	0 0.0	0 0.0	1 100.0
16,000-18,999	56 32.4	48 33.6	45 32.6	0 0.0	2 66.7	1 50.0	8 26.7	8 28.6	0 0.0	0 0.0	0 0.0
19,000-24,999	4 2.3	0 0.0	0 0.0	0 0.0	0 0.0	1 50.0	4 13.3	3 10.7	0 0.0	1 100.0	0 0.0
25,000 Plus	35 20.2	35 24.5	34 24.0	1 100.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	173 100.0	143 100.0	138 100.0	1 100.0	3 100.0	2 100.0	30 100.0	28 100.0	0 100.0	1 100.0	1 100.0
B. 11-12 Months											
Below $ 9,999	226 65.7	67 44.1	25 23.4	4 100.0	37 92.5	1 100.0	159 82.8	124 79.0	3 100.0	31 100.0	1 100.0
10,000-12,000	30 8.7	14 9.2	14 13.1	0 0.0	0 0.0	0 0.0	16 8.3	16 10.2	0 0.0	0 0.0	0 0.0
13,000-15,999	19 5.5	10 6.6	9 8.4	0 0.0	1 2.5	0 0.0	9 4.7	9 5.7	0 0.0	0 0.0	0 0.0
16,000-18,999	26 7.6	20 13.2	19 17.8	0 0.0	1 2.5	0 0.0	6 3.1	6 3.8	0 0.0	0 0.0	0 0.0
19,000-24,999	24 7.0	23 15.1	23 21.5	0 0.0	0 0.0	0 0.0	1 0.5	1 0.6	0 0.0	0 0.0	0 0.0
25,000 Plus	19 5.5	18 11.8	17 15.9	0 0.0	1 2.5	0 0.0	1 0.5	1 0.6	0 0.0	0 0.0	0 0.0
TOTAL	344 100.0	152 100.0	107 100.0	4 100.0	40 100.0	1 100.0	192 100.0	157 100.0	3 100.0	31 100.0	1 100.0
Grand Total	517	295	245	5	43	3	222	185	3	32	2

1. "Other" includes Asian and Native Americans.

SOURCE: Trinity University, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Jan. 1978.

Table 4.17C(1)

Distribution of Employees by Race, Ethnicity Gender and Job Category - 1975

University of Texas at San Antonio - Vertical Distribution

A. Job Categories Employees with 9-10 Mo. Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Executive/Admin Managerial	1 0.7	1 0.9	0 0.0	0 0.0	1 10.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	138 99.3	108 99.1	96 100.0	3 100.0	9 90.0	0 0.0	30 30.0	28 100.0	0 0.0	2 100.0	0 0.0
Professional Non-Faculty	0 0.0	0	0	0	0	0	0	0	0	0	0
Secretarial/ Clerical	0 0.0	0	0	0	0	0	0	0	0	0	0
Technical/ Paraprofessional	0 0.0	0	0	0	0	0	0	0	0	0	0
Skilled Crafts	0 0.0	0	0	0	0	0	0	0	0	0	0
Service/ Maintenance	0 0.0	0	0	0	0	0	0	0	0	0	0
TOTAL	139 100.0	109 100.0	96 100.0%	3 100.0%	10 100.0%	0 100.0%	30 100.0%	28 100.0%	0 100.0%	2 100.0%	0 100.0%
B. Other Less Than 9-10 Mo.	0	0	0	0	0	0	0	0	0	0	0
C. 11-12 Mo. Contr.											
Executive/Admin Managerial	53 12.8	43 20.3	36 25.7	0 0.0	6 10.3	1 25.0	10 5.0	7 5.1	0 0.0	3 5.8	0 0.0
Faculty	17 4.1	17 8.0	14 10.0	0 0.0	2 3.5	1 25.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Professional Non-Faculty	54 13.0	27 12.7	25 17.9	1 10.0	1 1.7	0 0.0	27 13.4	24 17.4	3 33.3	0 0.0	0 0.0
Secretarial Clerical	163 39.4	22 10.4	9 6.4	3 30.0	10 17.2	0 0.0	141 69.8	96 69.6	3 33.3	40 76.9	2 66.7
Technical/ Paraprofessional	32 7.7	19 9.0	16 11.4	0 0.0	2 3.5	1 25.0	13 6.4	8 5.8	2 22.2	2 3.8	1 33.3
Skilled Crafts	34 8.2	34 16.0	25 17.9	1 10.0	8 13.8	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	61 14.7	50 23.6	15 10.7	5 50.0	29 50.0	1 25.0	11 5.4	3 2.2	1 11.1	7 13.5	0 0.0
TOTAL	414 100.0	212 100.0	140 100.0%	10 100.0%	58 100.0%	4 100.0%	202 100.0%	138 100.0%	9 100.0%	52 100.0%	3 100.0%
Grand Total	553	321	236	13	68	4	232	166	9	54	3

SOURCE: University of Texas at San Antonio, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). April 1976

Table 4.17C(2)
Salary Distribution of Employees by Race, Ethnicity and Gender- 1975

University of Texas at San Antonio - Vertical Distribution

A. Employees with 9-10 Month Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
10,000-12,999	16 11.5	11 10.1	10 10.4	0 0.0	1 10.0	0 0.0	5 16.7	5 17.9	0 0.0	0 0.0	0 0.0
13,000-15,999	68 48.9	50 45.9	44 45.8	1 33.3	5 50.0	0 0.0	18 60.0	16 57.1	0 0.0	2 100.0	0 0.0
16,000-18,999	33 23.7	27 24.8	23 24.0	1 33.3	3 30.0	0 0.0	6 20.0	6 21.4	0 0.0	0 0.0	0 0.0
19,000-24,999	22 15.8	21 19.2	19 19.8	1 33.3	1 10.0	0 0.0	1 3.3	1 3.6	0 0.0	0 0.0	0 0.0
25,000 Plus	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	139 100.0%	109 100.0%	96 100.0%	3 100.0%	10 100.0%	0 100.0%	30 100.0%	28 100.0%	0 100.0%	2 100.0%	0 100.0%
B. 11-12 Months											
Below $ 9,999	272 65.7	99 46.7	43 30.7	8 80.0	48 82.8	1 25.0	173 85.6	115 83.3	8 88.9	48 92.3	2 66.7
10,000-12,000	53 12.8	38 17.9	31 22.1	2 20.0	3 5.2	1 25.0	15 7.4	12 8.7	1 11.1	1 1.9	1 33.3
13,000-15,999	28 6.8	19 9.0	19 13.6	0 0.0	0 0.0	0 0.0	9 4.5	7 5.1	0 0.0	2 3.9	0 0.0
16,000-18,999	16 3.9	14 6.6	13 9.3	0 0.0	1 1.7	0 0.0	2 1.0	2 1.5	0 0.0	0 0.0	0 0.0
19,000-24,999	13 3.1	12 5.7	11 7.9	0 0.0	1 1.7	0 0.0	1 0.5	1 0.7	0 0.0	0 0.0	0 0.0
25,000 Plus	32 7.7	30 14.1	23 16.4	0 0.0	5 8.6	2 50.0	2 1.0	1 0.7	0 0.0	1 1.9	0 0.0
TOTAL	414 100.0%	212 100.0%	140 100.0%	10 100.0%	58 100.0%	4 100.0%	202 100.0%	138 100.0%	9 100.0%	52 100.0%	3 100.0%
Grand Total	553	321	236	13	68	4	232	166	9	54	3

1. "Other" includes Asian and Native Americans.

SOURCE: University of Texas at San Antonio, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). April 1976.

Table 4.17C(1)a
Distribution of Employees by Race, Ethnicity Gender and Job Category - 1978
University of Texas At San Antonio - Vertical Distribution

A. Job Categories Employees with 9-10 Mo. Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other
Executive/Admin. Managerial	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Faculty	232 99.6	175 99.4	148 99.3	4 100.0	16 100.0	7 100.0	57 100.0	53 100.0	1 100.0	2 100.0	1 100.0
Professional Non-Faculty	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Secretarial/ Clerical	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Technical/ Paraprofessional	1 0.4	1 0.6	1 0.7	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Skilled Crafts	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	233 100.0	176 100.0	149 100.0	4 100.0	16 100.0	7 100.0	57 100.0	53 100.0	1 100.0	2 100.0	1 100.0
B. Other Less Than 9-10 Mo.	0	0	0	0	0	0	0	0	0	0	0
C. 11-12 Mo. Contr.											
Executive/Admin Managerial	67 11.9	56 19.8	44 25.9	1 8.3	9 9.5	2 33.3	11 3.9	9 4.4	0 0.0	2 3.2	0 0.0
Faculty	14 2.5	14 4.9	11 6.5	1 8.3	1 1.0	1 16.7	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Professional Non-Faculty	93 16.5	38 13.4	29 17.1	1 8.3	8 8.4	0 0.0	55 19.6	47 22.7	3 37.5	5 8.1	0 0.0
Secretarial Clerical	166 29.4	9 3.2	7 4.1	0 0.0	2 2.1	0 0.0	157 56.1	123 59.4	4 50.0	28 45.2	2 66.7
Technical/ Paraprofessional	60 10.7	39 13.8	24 14.1	2 16.7	11 11.6	2 33.3	21 7.5	16 7.7	0 0.0	4 6.4	1 33.3
Skilled Crafts	41 7.3	41 14.5	31 18.2	1 8.3	9 9.5	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Service/ Maintenance	122 21.7	86 30.4	24 14.1	6 50.0	55 57.9	1 16.7	36 12.9	12 5.8	1 12.5	23 37.1	0 0.0
TOTAL	563 100.0	283 100.0	170 100.0	12 100.0	95 100.0	6 100.0	280 100.0	207 100.0	8 100.0	62 100.0	3 100.0
Grand Total	796	459	319	16	111	13	337	260	9	64	4

SOURCE: University of Texas at San Antonio, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Feb. 1978.

Table 4.17C(2)a
Salary Distribution of Employees by Race, Ethnicity and Gender - 1978

University of Texas at San Antonio - Vertical Distribution

A. Employees with 9-10 Month Contract	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other
Below $ 9,999	2 0.9	[illegible] 1.1	2 1.3	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
10,000-12,999	13 5.6	7 4.0	6 4.0	0 0.0	1 6.3	0 0.0	6 10.5	5 9.4	0 0.0	0 0.0	1 100.0
13,000-15,999	115 49.3	82 46.6	69 46.3	2 50.0	8 50.0	3 42.8	33 57.9	32 60.4	0 0.0	1 50.0	0 0.0
16,000-18,999	58 24.9	44 25.0	40 26.9	1 25.0	2 12.5	1 14.3	14 24.6	12 22.6	1 100.0	1 50.0	0 0.0
19,000-24,999	44 18.9	40 22.7	32 21.5	1 25.0	5 31.2	2 28.6	4 7.0	4 7.6	0 0.0	0 0.0	0 0.0
25,000 Plus	1 0.4	1 0.6	0 0.0	0 0.0	0 0.0	1 14.3	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
TOTAL	233 100.0%	176 100.0%	149 100.0%	4 100.0%	16 100.0%	7 100.0%	57 100.0	53 100.0%	1 100.0%	2 100.0%	1 100.0%
B. 11-12 Months											
Below $ 9,999	349 62.0	132 46.6	50 29.4	8 66.7	72 75.8	2 33.3	217 77.5	154 74.4	5 62.5	56 90.3	3 100.0
10,000-12,000	94 16.7	56 19.8	42 24.7	1 8.3	12 12.6	1 16.7	38 13.6	32 15.5	2 25.0	3 4.8	0 0.0
13,000-15,999	44 7.8	29 10.2	25 14.7	1 8.3	3 3.1	0 0.0	15 5.4	12 5.8	1 12.5	2 3.2	0 0.0
16,000-18,999	19 3.4	14 5.0	13 7.7	1 8.3	0 0.0	0 0.0	5 1.8	5 2.4	0 0.0	0 0.0	0 0.0
19,000-24,999	20 3.5	19 6.7	16 9.4	0 0.0	3 3.1	0 0.0	1 0.3	1 0.5	0 0.0	0 0.0	0 0.0
25,000 Plus	37 6.6	33 11.7	24 14.1	1 8.3	5 5.3	3 50.0	4 1.4	3 1.4	0 0.0	1 1.6	0 0.0
TOTAL	563 100.0%	283 100.0%	170 100.0%	12 100.0%	95 100.0%	6 100.0%	280 100.0	207 100.0%	8 100.0%	62 100.0%	3 100.0%
Grand Total	796	459	319	16	111	13	337	260	9	64	4

1. "Other" includes Asian and Native Americans.

SOURCE: University of Texas at San Antonio, Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6). Feb. 1978.

1973

Municipal Employment

5.1D(1)-(7)

Table 5.1D(1)

Distribution of Total Municipal Work Force by Race, Ethnicity, Gender and Job Category - 1973

San Antonio

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	79	78	1	53	3	22	1
Professionals	705	532	173	477	32	195	1
Technician	292	255	37	117	16	157	2
Protective Service	1,672	1,667	5	1,023	59	590	0
Para-Professional	326	172	154	92	58	176	0
Office and Clerical	588	127	461	204	45	337	2
Skilled Craft	364	363	1	116	45	202	1
Service/Maintenance	1,443	1,422	21	89	159	1,194	1
Totals	5,469	4,616	853	2,171	417	2,873	8

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4. San Antonio, TX. Nov. 5, 1973.

Table 5.1D(2)

Distribution of Total Municipal Work Force by Race, Ethnicity, Gender and Job Category - 1973

San Antonio
Percentage Distribution
(Vertical)

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	1.4	1.7	0.1	2.4	0.7	0.8	12.5
Professionals	12.9	11.5	20.3	22.0	7.7	6.8	12.5
Technician	5.3	5.5	4.3	5.4	3.8	5.5	25.0
Protective Service	30.6	36.1	0.6	47.1	14.1	20.5	0.0
Para-Professional	6.0	3.7	18.1	4.2	13.9	6.1	0.0
Office and Clerical	10.8	2.8	54.0	9.4	10.8	11.7	25.0
Skilled Craft	6.7	7.9	0.1	5.3	10.8	7.0	12.5
Service/Maintenance	26.3	30.8	2.5	4.1	38.1	41.6	12.5
Totals	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4. San Antonio, TX., Nov. 5, 1973.

Table 5.1D(3)

Distribution of Total Municipal Work Force by Race, Ethnicity, Gender and Job Category - 1973

San Antonio

Percentage Distribution
(Horizontal)

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	100.0%	98.7	1.3	67.1	3.8	27.8	1.3
Professionals	100.0%	75.5	24.5	67.7	4.5	27.7	0.1
Technician	100.0%	87.3	12.7	40.1	5.5	53.8	0.6
Protective Service	100.0%	99.7	0.3	61.2	3.5	35.3	0.0
Para-Professional	100.0%	52.8	47.2	28.2	17.8	54.0	0.0
Office and Clerical	100.0%	21.6	78.4	34.7	7.7	57.3	0.3
Skilled Craft	100.0%	99.7	0.3	31.9	12.4	55.5	0.2
Service/Maintenance	100.0%	98.5	1.5	6.2	11.0	82.7	0.1
Totals	100.0%	84.4	15.6	39.7	7.6	52.6	0.1

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission. State and Local Government Information/EEO-4. San Antonio TX, Nov. 5, 1973.

Table 5.1D(4)

Distribution of Total Municipal Work Force by Race, Ethnicity, Gender and Job Category - 1973

San Antonio

JOB CATEGORY	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	78	52	3	22	1	1	1	0	0	0
Professionals	532	351	19	161	1	173	126	13	34	0
Technician	255	102	15	137	1	37	15	1	20	1
Protective Service	1,667	1,018	59	590	0	5	5	0	0	0
Para-Professional	172	56	32	84	0	154	36	26	92	0
Office and Clerical	127	32	10	85	0	461	172	35	252	2
Skilled Craft	363	116	45	201	1	1	0	0	1	0
Service/Maintenance	1,422	88	154	1,180	0	21	1	5	14	1
Totals	4,616	1,815	337	2,460	4	853	356	80	413	4

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4. San Antonio, TX, Nov. 5, 1973.

Table 5.1D(5)

Distribution of Total Municipal Work Force by Race, Ethnicity, Gender and Job Category - 1973

San Antonio
Percentage Distribution
(Vertical)

JOB CATEGORY	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	1.7	2.9	0.9	0.9	25.0	0.1	0.3	0.0	0.0	0.0
Professionals	11.5	19.3	5.6	6.5	25.0	20.3	35.4	16.3	8.2	0.0
Technician	5.5	5.6	4.5	5.6	25.0	4.3	4.2	1.3	4.8	25.0
Protective Service	36.1	56.1	17.5	24.0	0.0	0.6	1.4	0.0	0.0	0.0
Para-Professional	3.7	3.1	9.5	3.4	0.0	18.1	10.1	32.4	22.3	0.0
Office and Clerical	2.8	1.8	3.0	3.5	0.0	54.0	48.3	43.7	61.0	50.0
Skilled Craft	7.9	6.4	13.4	8.2	25.0	0.1	0.0	0.0	0.2	0.0
Service/Maintenance	30.8	4.8	45.6	48.0	0.0	2.5	0.3	6.3	3.4	25.0
Totals	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, San Antonio, TX., Nov. 5, 1973.

Table 5.1D(6)

Distribution of Total Municipal Work Force by Race, Ethnicity Gender and Salary - 1973

San Antonio

Annual Salary in Thousands	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
0.1 - 3.9	77	47	2	8	37	0	30	5	4	19	2
4.0 - 5.9	1,615	1,118	105	132	881	0	497	133	54	309	1
6.0 - 7.9	1,294	1,126	248	126	751	1	168	101	12	54	1
8.0 - 9.9	1,243	1,129	681	58	390	0	114	81	8	25	0
10.0 - 12.9	1,062	1,022	647	7	367	1	40	32	2	6	0
13.0 - 15.9	111	108	77	5	25	1	3	3	0	0	0
16.0 - 24.9	61	60	50	1	8	1	1	1	0	0	0
25.0 - Plus	6	6	5	0	1	0	0	0	0	0	0
Total	5,469	4,616	1,815	337	2,460	4	853	356	80	413	4

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information EEO-4, San Antonio, Tx., Nov. 5, 1973.

Table 5.1D(7)

Distribution of Total Municipal Work Force by Race, Ethnicity, Gender and Salary - 1973

San Antonio

(Percentage Distribution)
(Vertical)

Annual Salary in Thousands	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
0.1 - 3.9	1.4	1.0	0.1	2.4	1.5	0.0	3.5	1.4	5.0	4.6	50.0
4.0 - 5.9	29.6	24.2	5.8	39.1	35.8	0.0	58.3	37.4	67.5	74.8	25.0
6.0 - 7.9	23.7	24.4	13.7	37.4	30.5	25.0	19.7	28.4	15.0	13.1	25.0
8.0 - 9.9	22.7	24.6	37.5	17.2	15.9	0.0	13.4	22.8	10.0	6.1	0.0
10.0 - 12.9	19.4	22.1	35.6	2.1	14.9	25.0	4.7	9.0	2.5	1.5	0.0
13.0 - 15.9	2.0	2.3	4.2	1.5	1.0	25.0	0.3	0.8	0.0	0.0	0.0
16.0 - 24.9	1.1	1.3	2.8	0.3	0.3	25.0	0.1	0.2	0.0	0.0	0.0
25.0 - Plus	0.1	0.0	0.3	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information EEO-4, San Antonio, TX., Nov. 5, 1973.

1978

Municipal Employment

5.2D(1)-(7)

Table 5.2D(1)

Distribution of Total Municipal Work Force by Race, Ethnicity, Gender and Job Category - 1978

San Antonio

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	66	60	6	45	3	17	1
Professionals	1,013	724	289	602	77	333	1
Technician	228	196	32	80	16	131	1
Protective Service	1,977	1,952	25	1,119	110	742	6
Para-Professional	505	278	227	108	112	283	2
Office and Clerical	803	142	661	179	118	502	4
Skilled Craft	556	552	4	109	62	383	2
Service/Maintenance	2,271	2,181	90	125	397	1,747	2
Totals	7,419	6,085	1,334	2,367	895	4,138	19

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, San Antonio, TX., March 31, 1979.

Table 5.2D(2)

Distribution of Total Municipal Work Force by Race, Ethnicity, Gender and Job Category - 1978

San Antonio

Percentage Distribution (Vertical)

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	0.9	1.0	0.4	1.9	0.3	0.4	5.3
Professionals	13.7	11.9	21.7	25.4	8.6	8.1	5.3
Technician	3.1	3.2	2.4	3.4	1.8	3.2	5.3
Protective Service	26.6	32.1	1.9	47.2	12.3	17.9	31.5
Para-Professional	6.8	4.6	17.0	4.6	12.5	6.8	10.5
Office and Clerical	10.8	2.3	49.6	7.6	13.2	12.1	21.1
Skilled Craft	7.5	9.1	0.3	4.6	6.9	9.3	10.5
Service/Maintenance	30.6	35.8	6.7	5.3	44.4	42.2	10.5
Totals	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, San Antonio, TX., March 31, 1979.

Table 5.2D(3)

Distribution of Total Municipal Work Force by Race, Ethnicity, Gender and Job Category - 1978

San Antonio

Percentage Distribution (Horizontal)

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	100.0%	90.9	9.1	68.2	4.5	25.8	1.5
Professionals	100.0%	71.5	28.5	59.4	7.6	32.9	0.1
Technician	100.0%	86.0	14.0	35.1	7.0	57.5	0.4
Protective Service	100.0%	98.7	1.3	56.6	5.6	37.5	0.3
Para-Professional	100.0%	55.0	45.0	21.4	22.2	56.0	0.4
Office and Clerical	100.0%	17.7	82.3	22.3	14.7	62.5	0.5
Skilled Craft	100.0%	99.3	0.7	19.6	11.2	68.9	0.3
Service/Maintenance	100.0%	96.0	4.0	5.5	17.5	76.9	0.1
Totals	100.0%	82.0	18.0	31.9	12.1	55.8	0.2

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, San Antonio, TX, March 31, 1979.

Table 5.2D(4)
Distribution of Total Municipal Work Force by Race, Ethnicity, Gender and Job Category - 1978
San Antonio

JOB CATEGORY	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	60	41	3	15	1	6	4	0	2	0
Professionals	724	421	40	262	1	289	181	37	71	0
Technician	196	69	14	113	0	32	11	2	18	1
Protective Service	1,952	1,106	108	732	6	25	13	2	10	0
Para-Professional	278	54	65	159	0	227	54	47	124	2
Office and Clerical	142	24	18	98	2	661	155	100	404	2
Skilled Craft	552	109	62	379	2	4	0	0	4	0
Service/Maintenance	2,181	113	361	1,705	2	90	12	36	42	0
Totals	6,085	1,937	671	3,463	14	1,334	430	224	675	5

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEo-4, San Antonio, TX., March 31, 1979.

Table 5.^{2}D(5)
Distribution of Total Municipal Work Force by Race, Ethnicity, Gender and Job Category - 1978
San Antonio

Percentage Distribution (Vertical)

JOB CATEGORY	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	1.0	2.1	04.	0.4	7.1	0.4	0.9	0.0	0.3	0.0
Professionals	11.9	21.7	6.0	7.6	7.1	21.7	42.1	16.5	10.5	0.0
Technician	3.2	3.6	2.1	3.3	0.0	2.4	2.6	0.9	2.7	20.0
Protective Service	32.1	57.1	16.1	21.1	42.9	1.9	3.0	0.9	1.5	0.0
Para-Professional	4.6	2.8	9.7	4.6	0.0	17.0	12.6	21.0	18.4	40.0
Office and Clerical	2.3	1.3	2.7	2.8	14.3	49.6	36.0	44.6	59.8	40.0
Skilled Craft	9.1	5.6	9.2	10.9	14.3	0.3	0.0	0.0	0.6	0.0
Service/Maintenance	35.8	5.8	53.8	49.2	14.3	6.7	2.8	16.1	6.2	0.0
Totals	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, San Atnonio, TX., March 31, 1979.

Table 5.2D(6)

Distribution of Total Municipal Work Force by Race, Ethnicity Gender and Salary - 1978

San Antonio

Annual Salary in Thousands	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
0.1 - 3.9	0	0	0	0	0	0	0	0	0	0	0
4.0 - 5.9	179	60	6	19	34	1	119	19	34	64	2
6.0 - 7.9	2,417	1,726	133	367	1,221	5	691	147	145	397	2
8.0 - 9.9	1,300	1,046	155	97	794	0	254	87	23	143	1
10.0 - 12.9	943	779	182	84	513	0	164	100	16	48	0
13.0 - 15.9	1,885	1,818	1,028	95	690	5	67	53	2	12	0
16.0 - 24.9	637	600	389	8	201	2	37	22	4	11	0
25.0 - Plus	58	56	44	1	10	1	2	2	0	0	0
Total	7,419	6,085	1,937	671	3,463	14	1,334	430	224	675	5

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, San Antonio, TX, March 31, 1979.

Table 5.2D(7)

Distribution of Total Municipal Work Force by Race, Ethnicity Gender and Salary - 1978

San Antonio

Percentage Distribution (Vertical)

Annual Salary in Thousands	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
0.1 - 3.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4.0 - 5.9	2.4	1.0	0.3	2.8	1.0	7.1	8.9	4.4	15.2	9.5	40.0
6.0 - 7.9	32.6	28.4	6.9	54.7	35.3	35.7	51.8	34.2	64.7	58.8	40.0
8.0 - 9.9	17.5	17.2	8.0	14.5	22.9	0.0	19.0	20.2	10.3	21.2	20.0
10.0 - 12.9	12.7	12.8	9.4	12.5	14.8	0.0	12.3	23.3	7.1	7.1	0.0
13.0 - 15.9	25.4	29.9	53.0	14.2	19.9	35.7	5.0	12.3	0.9	1.8	0.0
16.0 - 24.9	8.6	9.8	20.1	1.2	5.8	14.3	2.8	5.1	1.8	1.6	0.0
25.0 - Plus	0.8	0.9	2.3	0.1	0.3	7.1	0.1	0.5	0.0	0.0	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Ooportunity Commission, State and Local Government Information/EEO-4, San Antonio, TX., March 31, 1979.

Table 5.3D

Officials and Administrators
City of San Antonio

Distribution of Municipal Officials and Administrators by Race/Ethnicity and Gender for the Years - 1973, 1975, and 1978

Table 5.3D

Distribution of Municipal Officials and Administrators by Race/Ethnicity and Gender - San Antonio: 1973, 1975 and 1978

	1973[1]											1975[2]											1978[3]										
	W		B		MA		O[5]		TOTAL		Min.	W		B		MA		O		TOTAL		Min.	W		B		MA		O		TOTAL		Min.
	M	F	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F	
Chief Trial Attorney									–	–[4]										–	–		1								1	0	
1st Asst. City Clerk	1								1	0		1								1	0							1			0	1	1
Library Director	1								1	0		1								1	0		1								1	0	
Asst. Library Director		1							0	1			1							0	1			1							0	1	
Asst. Fire Chief	3				3				6	0	3	3				4				7	0	4	4				3				7	0	3
City Attorney	1								1	0		1								1	0			1							0	1	
Director of Finance	1								1	0		1								1	0		1								1	0	
Police Chief	1								1	0		1								1	0		1								1	0	
Fire Chief	1								1	0						1				1	0						1				1	0	1
Director, Public Works	1								1	0		1								1	0		1								1	0	
Director, Public Health	1								1	0		1								1	0		1								1	0	
Director Parks & Rec.	1								1	0		1								1	0		1								1	0	
Director Planning					1				1	0	1					1				1	0	1	1								1	0	
Director Personnel	1								1	0		1								1	0		1								1	0	
Director Conv. Fac.	1								1	0		1								1	0		1								1	0	
Director Bldg. & Zoning	1								1	0		1								1	0		1								1	0	
Dir. Econ/Empl. Dev.									–	–										–	–						1				1	0	1
Director Conv. Bureau					1				1	0	1	1								1	0		1								1	0	
City Clerk	1								1	0		1								1	0		1								1	0	
Dir. Traffic & Trans.	1								1	0		1								1	0		1								1	0	
City Manager	1								1	0		1								1	0		1								1	0	
Presiding Judge					1				1	0	1					1				1	0	1					1				1	0	1
Judges	2				2				4	0	2	3		1		2				6	0	3	2	1	1		2	1			6	1	4
Director Purchasing & Central Supply	1								1	0		1								1	0		1								1	0	
Director EEO			1						1	0	1			1						1	0	1			1						1	0	1

Table 5.3D (Cont)

	1973											1975											1978										
	W		B		MA		O		TOTAL		Min.	W		B		MA		O		TOTAL		Min.	W		B		MA		O		TOTAL		Min.
	M	F	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F	
Dir. Budget/Research									-	-										-	-		1								1	0	
Director Aviation	1								1	0		1								1	0		1								1	0	
Director Human Resources			1						1	0	1			1						1	0	1			1						1	0	1
Asst. City Manager									-	-										-	-		1								1	0	
Director Market Square	1								1	0		1								1	0		1								1	0	
Asst. Director Econ/ Employ. Dev/Dev. Asst.									-	-										-	-										-	-	
Asst. Director Econ. Employ. Dev/Comp. Plan									-	-										-	-						1				1	0	1
Asst. Director Human Resources									-	-										-	-										-	-	
Asst. Dir. Personnel	1								1	0		1								1	0		1								1	0	
Asst. Director Finance					1				1	0	1					1				1	0	1					1				1	0	1
Asst. Director Traffic and Transp.					1				1	0	1					1				1	0	1					1				1	0	1
Asst. City Attorney					1				1	0	1					1				1	0	1					1				1	0	1
Asst. to City Manager	1								1	0										-	-						2				2	0	2
Asst. Dir. Public Works									-	-										-	-		1								1	0	
Asst. Director Convention Bureau	1								1	0		1								1	0		1								1	0	
Asst. Director Convention Facilities									-	-		1								1	0		1								1	0	
Asst. Director Aviation	1								1	0		1								1	0		1								1	0	
Asst. Director Parks & Recreation									-	-		1								1	0		1								1	0	
Asst. Director Building & Zoning	1								1	0		1								1	0		1								1	0	
Asst. Director Purchasing/Cent. Supp.	1								1	0		1								1	0		1								1	0	
Asst. Director Planning/Comp.	2				1		1		4	0	2	2				1		1		4	0	2	1						1		2	0	1
Asst. Director Market Square					1				1	0	1					1				1	0	1					1				1	0	1
Asst. Director EEO					1				1	0	1					1				1	0	1						1			0	1	1
TOTAL	31	1	2	0	14	0	1	0	48	1	17	33	1	3	0	15	0	1	0	52	1	19	35	3	3	0	15	2	2	0	55	5	22
	32		2		14		1		49		17	34		3		15		1		53		19	38		3		17		2		60		22

1. City of San Antonio, Equal Employment Opportunity Affirmative Action Plan of the City of San Antonio, Equal Employment Opportunity Department, July, 1974.
2. City of San Antonio, Equal Employment Opportunity Affirmative Action Plan of the City of San Antonio, Equal Employment Opportunity Department, November, 1975.
3. City of San Antonio, Equal Employment Opportunity Affirmative Action Plan of the City of San Antonio, Equal Employment Opportunity Department, March, 1979.
4. Symbol -- indicates vacancy although authorized.
5. Other includes Asian and Native Americans.

Table 5.4D

Department Profile - City of San Antonio
Distribution of Work Force by Race/Ethnicity,
and Gender by City Department for the
Years - 1973, 1975, 1976 and 1978

DEPARTMENT	MALE					FEMALE					
	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
Aviation											
1978[1]	31	8	72	0	111	8	5	14	1	28	139
1976[2]	40	4	66	0	110	5	1	12	0	18	128
1975[3]	41	3	67	0	111	5	1	12	0	18	129
1973[4]	42	5	62	0	109	6	0	12	0	18	127
Change 1973-78	-11	+ 3	+10	0	+ 2	+ 2	+ 5	+ 2	+ 1	+10	+ 12
Building & Zoning											
1978	30	3	50	0	83	5	3	15	0	23	106
1976	35	2	52	0	89	5	0	19	0	24	113
1976	36	3	56	0	95	5	0	20	0	25	120
1973	42	2	62	0	106	7	0	18	0	25	131
Change 1973-78	-12	+ 1	-12	0	- 23	- 2	+ 3	- 3	0	- 2	- 25
City Clerk											
1978	1	0	1	0	2	1	1	4	0	6	8
1976	1	0	1	0	2	1	1	4	0	6	8
1975	2	0	0	0	2	1	0	5	0	6	8
1973	2	0	0	0	2	1	0	4	0	5	7
Change 1973-78	- 1	0	+ 1	0	0	0	+ 1	0	0	+ 1	+ 1
Convention Facilities & Hemisfair Plaza											
1978	25	22	102	0	149	4	5	20	0	29	178
1976	30	9	87	0	126	5	2	11	0	18	144
1975	38	14	98	0	150	5	2	10	0	17	167
1973	40	18	91	0	149	7	1	11	0	19	168
Change 1973-78	-15	+ 4	+11	0	- 13	- 3	+ 4	+ 9	0	+10	+ 10

DEPARTMENT	MALE					FEMALE					
	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
Convention & Visitors Bureau											
1978	2	2	3	0	7	14	2	12	0	28	35
1976	4	1	3	0	8	23	1	8	0	32	40
1975	4	1	1	0	6	12	0	6	0	18	24
1973	3	2	2	0	7	20	0	8	0	28	35
Change 1973-78	- 1	0	+ 1	0	0	- 6	+ 2	+ 4	0	0	0
Finance											
1978	43	8	52	0	103	33	13	59	0	105	208
1976	77	6	64	0	147	32	10	67	0	109	256
1976	72	9	57	0	138	33	10	58	0	101	239
1973	75	13	68	2	158	44	6	64	0	114	272
Change 1973-78	-32	- 5	-16	-2	- 55	- 11	+ 7	- 5	0	- 9	- 64
Fire											
1978	518	52	444	5	1019	7	4	12	0	23	1042
1976	558	42	432	1	1033	7	2	11	0	20	1053
1975	518	29	386	1	934	7	1	14	0	22	956
1973	489	21	359	5	874	6	0	6	0	12	886
Change 1973-78	+29	+31	+ 85	0	+145	+ 1	+ 4	+ 6	0	+11	+156
Human Resources											
1978	18	36	46	0	100	35	66	122	1	224	324
1976	13	25	43	0	81	17	19	36	0	72	153
1975	11	21	25	0	57	17	24	42	0	83	140
1973	9	8	19	0	36	14	8	27	0	49	85
Change 1973-78	+ 9	+28	+27	0	+64	+21	+58	+95	+1	+175	+239

DEPARTMENT	MALE					FEMALE					
	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
Legal											
1978	13	1	5	0	19	10	4	4	0	18	37
1976	16	1	4	0	21	8	2	5	0	15	36
1975	17	1	2	0	20	8	1	5	0	14	34
1973	19	1	2	0	22	7	1	5	0	13	35
Change 1973-78	- 6	0	+ 3	0	- 3	+ 3	+ 3	- 1	0	+ 5	+ 2
Library											
1978	14	11	38	0	63	57	26	48	1	132	195
1976	16	3	61	0	80	67	15	40	0	122	202
1976	14	8	59	0	81	72	12	33	0	117	198
1973	22	7	52	0	81	72	10	32	0	114	195
Change 1973-78	- 8	+ 4	+14	0	-18	-15	+16	+16	+ 1	+18	0
Market Square and Parking											
1978	0	1	18	0	19	1	0	6	0	7	26
1976	1	0	12	0	13	0	0	3	0	3	16
1975	1	0	8	0	9	0	0	1	0	1	10
1973	1	0	7	0	8	0	0	1	0	1	9
Change 1973-78	- 1	+ 1	+11	0	+11	+ 1	0	+ 5	0	+ 6	+17
Metropolitan Health District											
1978	100	25	74	2	201	98	47	136	1	282	483
1976	106	15	81	1	203	86	35	133	1	255	458
1975	110	15	79	0	204	93	40	135	1	269	473
1973	103	8	66	3	180	48	15	74	5	142	322
Change 1973-78	- 3	+17	+ 8	- 1	+21	+50	+32	+62	- 4	+140	+161

DEPARTMENT	MALE					FEMALE					
	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
Office of the City Manager											
1978	3	0	2	0	5	2	1	4	0	7	12
1976	4	0	1	0	5	3	0	2	0	5	10
1975	6	0	0	0	6	4	0	1	0	5	11
1973	7	0	0	0	7	4	0	0	0	4	11
Change 1973-78	- 4	0	+ 2	0	- 2	- 2	+1	+ 4	0	+ 3	+ 1
Parks & Recreation											
1978	127	147	533	1	808	40	41	70	0	151	959
1976	168	89	495	0	752	56	27	105	0	188	940
1976	180	71	489	0	740	72	10	87	0	169	909
1973	116	24	300	0	440	31	5	33	0	69	509
Change 1973-78	+ 11	+123	+233	+ 1	+368	+ 9	+36	+37	0	+82	+450
Personnel											
1978	14	7	9	0	30	7	7	27	1	42	72
1976	12	5	11	0	28	16	9	21	0	46	74
1975	13	5	9	0	27	14	9	23	0	46	73
1973	14	7	14	0	35	10	5	21	1	37	72
Change 1973-78	0	0	- 5	0	- 5	- 3	+ 2	+ 6	0	+ 5	0
Planning											
1978	19	6	15	0	40	7	1	11	0	19	59
1976	16	5	12	1	34	7	2	6	0	15	49
1975	19	7	14	0	40	11	2	11	0	24	64
1973	23	5	24	1	53	11	2	15	0	28	81
Change 1973-78	- 4	+ 1	- 9	- 1	-13	- 4	- 1	- 4	0	- 9	-22

DEPARTMENT	MALE					FEMALE					
	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
Police											
1978	735	50	403	0	1188	55	19	90	0	164	1352
1976	787	48	423	0	1258	64	12	82	1	159	1417
1975	733	44	390	0	1167	66	13	87	2	168	1335
1973	721	40	362	2	1125	52	6	55	3	116	1241
Change 1973-78	+ 14	+10	+41	- 2	+63	+ 3	+13	+35	- 3	+ 48	+ 111
Public Works											
1978	141	231	1306	2	1680	15	28	42	0	86	1766
1976	151	176	1263	2	1592	9	5	15	0	29	1621
1976	154	207	1277	1	1639	9	3	13	0	25	1664
1973	145	126	1056	1	1328	10	3	7	0	20	1348
Change 1973-78	- 4	+105	+250	+1	+352	+ 5	+25	+36	0	+66	+418
Purchasing and Central Supply											
1978	17	23	90	1	131	3	0	6	0	9	140
1976	19	38	99	2	158	4	0	3	0	7	165
1975	23	39	103	1	166	4	0	3	0	7	173
1973	18	36	84	1	139	4	0	3	0	7	146
Change 1973-78	- 1	-13	+ 6	0	- 8	- 1	0	+ 3	0	+ 2	- 6
Traffic and Transportation											
1978	33	12	77	1	123	3	1	5	0	9	132
1976	32	9	87	0	128	2	0	4	0	6	134
1975	35	14	103	0	152	3	0	7	0	10	162
1973	32	3	72	0	107	0	0	2	0	2	109
Change 1973-78	+ 1	+ 9	+ 5	+ 1	+ 16	+3	+ 1	+ 3	0	+ 7	+23

1. City of San Antonio, *Equal Employment Opportunity Affirmative Action Plan of the City of San Antonio*, Equal Employment Opportunity Department, March, 1979.
2. City of San Antonio, *Equal Employment Opportunity Affirmative Action Plan of the City of San Antonio*, Equal Employment Opportunity Department, December, 1976.
3. City of San Antonio, *Equal Employment Opportunity Affirmative Action Plan of the City of San Antonio*, Equal Employment Opportunity Department, November, 1975.
4. City of San Antonio, *Equal Employment Opportunity Affirmative Action Plan of the City of San Antonio*, Equal Employment Opportunity Department, July, 1974.

1974

County Employment

5.5D(1)-(7)

Table 5.5D(1)
Distribution of County Work Force by Race, Ethnicity, Gender and Job Category - 1974

Bexar County

Job Categories	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	21	21	0	17	0	4	0
Professionals	163	148	15	109	3	51	0
Technician	145	95	50	90	9	46	0
Protective Service	311	295	16	134	19	157	1
Para Professional	22	15	7	15	2	5	0
Office and Clerical	410	55	355	194	19	197	0
Skilled Craft	56	56	0	25	0	31	0
Service/Maintenance	151	146	5	33	15	103	0
TOTALS	1,279	831	448	617	67	594	1

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, TX., Dec. 1974.

Table 5.5D(2)
Distribution of County Work Force by Race, Ethnicity, Gender and Job Category - 1974

Bexar County
Percentage Distribution (Vertical)

Job Categories	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	1.6	2.5	0.0	2.8	0.0	0.7	0.0
Professionals	12.7	17.8	3.3	17.7	4.5	8.6	0.0
Technician	11.3	11.5	11.2	14.6	13.4	7.7	0.0
Protective Service	24.4	35.5	3.6	21.7	28.4	26.4	100.0
Para Professional	1.7	1.8	1.6	2.4	3.0	0.8	0.0
Office and Clerical	32.1	6.6	79.2	31.4	28.4	33.3	0.0
Skilled Craft	4.4	6.7	0.0	4.1	0.0	5.2	0.0
Service/Maintenance	11.8	17.6	1.1	5.3	22.3	17.3	0.0
TOTALS	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, TX., Dec. 1974.

Table 5.5D(3)
Distribution of County Work Force by Race, Ethnicity, Gender and Job Category - 1974

Bexar County
Percentage Distribution (Horizontal)

Job Categories	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	100.0%	100.0	0.0	81.0	0.0	19.0	0.0
Professionals	100.0%	90.8	9.2	66.9	1.8	31.3	0.0
Technician	100.0%	65.5	34.5	62.1	6.2	31.7	0.0
Protective Service	100.0%	94.9	5.1	43.1	6.1	50.5	0.3
Para Professional	100.0%	68.2	31.8	68.2	9.1	22.7	0.0
Office and Clerical	100.0%	13.4	86.6	47.3	4.6	48.1	0.0
Skilled Craft	100.0%	100.0	0.0	44.6	0.0	55.4	0.0
Service/Maintenance	100.0%	96.7	3.3	21.9	9.9	68.2	0.0
TOTALS	100.0%	65.0	35.0	48.2	5.2	46.5	0.1

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, TX., Dec, 1974.

Table 5.5D(4)

Distribution of Total County Work Force by Race, Ethnicity, Gender and Job Category - 1974

Bexar County

Job Category	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	21	17	0	4	0	0	0	0	0	0
Professionals	148	96	3	49	0	15	13	0	2	0
Technician	95	57	6	32	0	50	33	3	14	0
Protective Service	295	130	15	149	1	16	4	4	8	0
Para Professional	15	8	2	5	0	7	7	0	0	0
Office and Clerical	55	28	6	21	0	355	166	13	176	0
Skilled Craft	56	25	0	31	0	0	0	0	0	0
Service/Maintenance	146	32	13	101	0	5	1	2	2	0
TOTAL	831	393	45	392	1	448	224	22	202	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, Dec. 1974.

Table 5.5D(5)

Distribution of Total County Work Force by Race, Ethnicity, Gender and Job Category - 1974

Bexar County

Percentage Distribution (Vertical)

Job Category	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	2.5	4.3	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
Professionals	17.8	24.4	6.7	12.5	0.0	3.3	5.8	0.0	1.0	0.0
Technician	11.5	14.5	13.3	8.2	0.0	11.2	14.7	13.6	6.9	0.0
Protective Service	35.5	33.1	33.3	38.0	100.0	3.6	1.8	18.2	4.0	0.0
Para Professional	1.8	2.0	4.4	1.3	0.0	1.6	3.1	0.0	0.0	0.0
Office and Clerical	6.6	7.1	13.3	5.4	0.0	79.2	74.1	59.1	87.1	0.0
Skilled Craft	6.7	6.4	0.0	7.9	0.0	0.0	0.0	0.0	0.0	0.0
Service/Maintenance	17.6	8.5	28.9	25.7	0.0	1.1	0.5	9.1	1.0	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, Dec. 1974.

Table 5.5D(6)

Distribution of Total County Work Force by Race, Ethnicity, Gender and Salary - 1974 Bexar County

Annual Salary in Thousands	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Mexican American	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Mexican American	FEMALE Other[1]
0.1 - 3.9	6	2	1	1	0	0	4	3	0	1	0
4.0 - 5.9	486	243	83	12	148	0	243	92	11	140	0
6.0 - 7.9	388	254	115	22	117	0	134	79	8	47	0
8.0 - 9.9	214	168	79	8	80	1	46	33	3	10	0
10.0 - 12.9	124	111	71	2	38	0	13	9	0	4	0
13.0 - 15.9	26	19	17	0	2	0	7	7	0	0	0
16.0 - 24.9	30	30	24	0	6	0	0	0	0	0	0
25.0 - Plus	5	4	3	0	1	0	1	1	0	0	0
Total	1,279	831	393	45	392	1	448	224	22	202	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, Dec. 1974.

Table 5.5D(7)

Distribution of Total County Work Force by Race, Ethnicity, Gender and Salary - 1974 Bexar County

(Percentage Distribution)
(Vertical)

Annual Salary in Thousands	Total	MALE					FEMALE				
		Total	Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
0.1 - 3.9	0.5	0.1	0.3	2.2	0.0	0.0	0.9	1.3	0.0	0.5	0.0
4.0 - 5.9	38.0	29.3	21.1	26.7	37.8	0.0	54.2	41.1	50.0	69.3	0.0
6.0 - 7.9	30.3	30.6	29.3	48.9	29.8	0.0	29.9	35.3	36.4	23.3	0.0
8.0 - 9.9	16.7	20.2	20.1	17.8	20.4	100.0	10.3	14.7	13.6	4.9	0.0
10.0 - 12.9	9.7	13.4	18.1	4.4	9.7	0.0	2.9	4.0	0.0	2.0	0.0
13.0 - 15.9	2.0	2.3	4.3	0.0	0.5	0.0	1.6	3.1	0.0	0.0	0.0
16.0 - 24.9	2.4	3.6	6.1	0.0	1.5	0.0	0.0	0 0	0.0	0.0	0.0
25.0 - Plus	0.4	0.5	0.7	0.0	0.3	0.0	0.2	0.5	0.0	0.0	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, TX., Dec. 1974.

1978

County Employment

5.6D(1)-(7)

Table 5.6D(1)
Distribution of County Work Force by Race, Ethnicity, Gender and Job Category - 1978

Bexar County

Job Categories	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	18	17	1	15	0	3	0
Professionals	225	190	35	147	9	67	2
Technician	171	116	55	89	13	69	0
Protective Service	441	418	23	154	30	256	1
Para Professional	32	24	8	20	2	9	1
Office and Clerical	674	85	589	263	76	328	7
Skilled Craft	48	48	0	18	1	29	0
Service/Maintenance	182	171	11	38	18	126	0
TOTALS	1,791	1,069	722	744	149	887	11

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, TX., Feb, 1978.

Table 5.6D(2)
Distribution of County Work Force by Race, Ethnicity, Gender and Job Category - 1978

Bexar County
Percentage Distribution (Vertical)

Job Categories	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	1.0	1.6	0.1	2.0	0.0	0.3	0.0
Professionals	12.6	17.8	4.9	19.8	6.0	7.6	18.2
Technician	9.5	10.9	7.6	12.0	8.7	7.8	0.0
Protective Service	24.6	39.1	3.2	20.7	20.1	28.9	9.1
Para Professional	1.8	2.2	1.1	2.7	1.4	1.0	9.1
Office and Clerical	37.6	7.9	81.6	35.3	51.0	37.0	63.6
Skilled Craft	2.7	4.5	0.0	2.4	0.7	3.2	0.0
Service/Maintenance	10.2	16.0	1.5	5.1	12.1	14.2	0.0
TOTALS	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, TX., Feb. 1978.

Table 5.6D(3)
Distribution of County Work Force by Race, Ethnicity, Gender and Job Category - 1978

Bexar County
Percentage Distribution (Horizontal)

Job Categories	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	100.0%	94.4	5.6	83.3	0.0	16.7	0.0
Professionals	100.0%	84.4	15.6	65.3	4.0	29.8	0.9
Technician	100.0%	67.8	32.2	52.0	7.6	40.4	0.0
Protective Service	100.0%	94.8	5.2	34.9	6.8	58.1	0.2
Para Professional	100.0%	75.0	25.0	62.5	6.3	28.1	3.1
Office and Clerical	100.0%	12.6	87.4	39.0	11.3	48.7	1.0
Skilled Craft	100.0%	100.0	0.0	37.5	2.1	60.4	0.0
Service/Maintenance	100.0%	94.0	6.0	20.9	9.9	69.2	0.0
TOTALS	100.0%	59.7	40.3	41.6	8.3	49.5	0.6

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, TX., Feb. 1978.

Table 5.6D(4)

Distribution of Total County Work Force by Race, Ethnicity, Gender and Job Category - 1978

Bexar County

Job Category	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	17	4	0	3	0	1	1	0	0	0
Professionals	190	125	6	57	2	35	22	3	10	0
Technician	116	58	10	48	0	55	31	3	21	0
Protective Service	418	147	26	244	1	23	7	4	12	0
Para Professional	24	13	1	9	1	8	7	1	0	0
Office and Clerical	85	40	12	33	0	589	223	64	295	7
Skilled Craft	48	18	1	29	0	0	0	0	0	0
Service/Maintenance	171	37	17	117	0	11	1	1	9	0
TOTAL	1,069	452	73	540	4	722	292	76	347	7

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, Feb. 1978.

Table 5.6D(5)

Distribution of Total County Work Force by Race, Ethnicity, Gender and Job Category - 1978

Bexar County

Percentage Distribution (Vertical)

Job Category	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	1.6	3.1	0.0	0.6	0.0	0.1	0.3	0.0	0.0	0.0
Professionals	17.8	27.7	8.2	10.6	50.0	4.9	7.6	3.9	2.9	0.0
Technician	10.9	12.8	13.7	8.9	0.0	7.6	10.6	3.9	6.0	0.0
Protective Service	39.1	32.5	35.6	45.1	25.0	3.2	2.4	5.4	3.5	0.0
Para Professional	2.2	2.9	1.4	1.7	25.0	1.1	2.4	1.3	0.0	0.0
Office and Clerical	7.9	8.8	16.4	6.1	0.0	81.6	76.4	84.2	85.0	100.0
Skilled Craft	4.5	4.0	1.4	5.4	0.0	0.0	0.0	0.0	0.0	0.0
Service/Maintenance	16.0	8.2	23.3	21.6	0.0	1.5	0.3	1.3	2.6	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, Feb. 1978.

Table 5.6D(6)

Distribution of Total County Work Force by Race, Ethnicity, Gender and Salary - 1978 Bexar County

Annual Salary in Thousands	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
0.1 - 3.9	10	8	6	0	2	0	2	2	0	0	0
4.0 - 5.9	320	102	24	8	70	0	218	63	38	115	2
6.0 - 7.9	428	201	66	11	123	1	227	84	22	116	5
8.0 - 9.9	488	328	101	31	195	1	160	70	7	83	0
10.0 - 12.9	282	207	110	16	81	0	75	39	9	27	0
13.0 - 15.9	121	102	59	4	38	1	19	15	0	4	0
16.0 - 24.9	115	96	65	3	27	1	19	17	0	2	0
25.0 - Plus	27	25	21	0	4	0	2	2	0	0	0
Total	1,791	1,069	452	73	540	4	722	292	76	347	7

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, TX., Feb. 1978.

Table 5.6D(7)

Distribution of Total County Work Force by Race, Ethnicity, Gender and Salary - 1978
Bexar County

(Percentage Distribution)
(Vertical)

Annual Salary in Thousands	Total	MALE					FEMALE				
		Total	Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
0.1 - 3.9	0.6	0.7	1.3	0.0	0.4	0.0	0.3	0.7	0.0	0.0	0.0
4.0 - 5.9	17.9	9.6	5.3	11.0	13.0	0.0	30.2	21.6	50.0	33.1	28.6
6.0 - 7.9	23.9	18.8	14.6	15.0	22.8	25.0	31.4	28.7	28.9	33.4	71.4
8.0 - 9.9	27.2	30.7	22.4	42.5	36.1	25.0	22.2	24.0	9.2	23.9	0.0
10.0 - 12.9	15.7	19.4	24.3	21.9	15.0	0.0	10.4	13.4	11.9	7.8	0.0
13.0 - 15.9	6.8	9.5	13.1	5.5	7.0	25.0	2.6	5.1	0.0	1.2	0.0
16.0 - 24.9	6.4	9.0	14.4	4.1	5.0	25.0	2.6	5.8	0.0	0.6	0.0
25.0 - Plus	1.5	2.3	4.6	0.0	0.7	0.0	0.3	0.7	0.0	0.0	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, Bexar County, TX., Feb. 1978.

1974

State Employment: San Antonio Metropolitan Area

5.7D(1)-(7)

Table 5.7D(1)

Distribution of Total State Work Force in San Antonio by Race, Ethnicity, Gender, and Job Category

1974

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	126	97	29	100	8	17	1
Professionals	1,019	640	379	783	37	196	3
Technician	285	199	86	196	19	70	0
Protective Service	125	124	1	105	4	16	0
Para-Professional	810	412	398	375	131	299	5
Office and Clerical	716	58	658	302	50	359	5
Skilled Craft	393	388	5	267	3	123	0
Service/ Maintenance	403	225	178	181	47	173	2
Totals	3,877	2,143	1,734	2,309	299	1,253	16

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, SMSA Summary Report, San Antonio, April, 1974.

Distribution of Total State Work Force in San Antonio by Race, Ethnicity, Gender, and Job Category

1974

Percentage Distribution
Vertical

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	3.2	4.5	1.7	4.3	2.7	1.4	6.3
Professionals	26.3	29.9	21.8	33.9	12.4	15.6	18.7
Technician	7.4	9.3	4.9	8.5	6.4	5.6	0.0
Protective Service	3.2	5.8	0.1	4.5	1.3	1.3	0.0
Para-Professional	20.9	19.2	23.0	16.3	43.8	23.8	31.3
Office and Clerical	18.5	2.7	37.9	13.1	16.7	28.7	31.3
Skilled Craft	10.1	18.1	0.3	11.6	1.0	9.8	0.0
Service/ Maintenance	10.4	10.5	10.3	7.8	15.7	13.8	12.4
Totals	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, SMSA Summary Report, San Antonio, April, 1974.

Table 5.7D(3)

Distribution of Total State Work Force in San Antonio by Race, Ethnicity, Gender, and Job Category

1974

Percentage Distribution
Horizontal

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	100.0%	77.0	23.0	79.4	6.3	13.5	0.8
Professionals	100.0%	62.8	37.2	76.9	3.6	19.2	0.3
Technician	100.0%	69.8	30.2	68.8	6.7	24.5	0.0
Protective Service	100.0%	99.2	0.8	84.0	3.2	12.8	0.0
Para-Professional	100.0%	51.0	49.0	46.3	16.2	36.9	0.6
Office and Clerical	100.0%	8.1	91.9	42.2	7.0	50.1	0.7
Skilled Craft	100.0%	98.7	1.3	67.9	0.8	31.3	0.0
Service/ Maintenance	100.0%	55.8	44.2	44.9	11.7	42.9	0.5
Totals	100.0%	55.3	44.7	59.6	7.7	32.3	0.4

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, SMSA Summary Report, San Antonio, April, 1974.

Table 5.7D(4)

Distribution of Total State
Work Force in San Antonio by Race,
Ethnicity, Gender, and Job
Category: 1974

San Antonio

JOB CATEGORY	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	97	76	5	16	0	29	24	3	1	1
Professionals	640	500	17	122	1	379	283	20	74	2
Technician	199	149	7	43	0	86	47	12	27	0
Protective Service	124	104	4	16	0	1	1	0	0	0
Para-Professional	412	207	51	151	3	398	168	80	148	2
Office and Clerical	58	26	6	24	2	658	276	44	335	3
Skilled Craft	388	264	3	121	0	5	3	0	2	0
Service/ Maintenance	225	103	20	102	0	178	78	27	71	2
TOTALS	2,143	1,429	113	595	6	1,734	880	186	658	10

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4. SMSA Summary Report, San Antonio, April, 1974.

Table 5.7D(5)

Distribution of Total State Work Force in San Antonio by Race, Ethnicity, Gender, and Job Category: 1974

San Antonio

Percentage Distribution (Vertical)

JOB CATEGORY	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	4.5	5.3	4.4	2.7	0.0	1.7	2.7	1.6	0.2	10.0
Professionals	29.9	35.0	15.1	20.5	16.7	21.8	32.2	10.8	11.2	20.0
Technician	9.3	10.4	6.2	7.2	0.0	5.0	5.3	6.5	4.1	0.0
Protective Service	5.8	7.3	3.5	2.7	0.0	0.1	0.1	0.0	0.0	0.0
Para-Professional	19.2	14.5	45.1	25.4	50.0	23.0	19.1	43.0	22.5	20.0
Office and Clerical	2.7	1.8	5.3	4.0	33.3	37.8	31.4	23.6	50.9	30.0
Skilled Craft	18.1	18.5	2.7	20.3	0.0	0.3	0.3	0.0	0.3	0.0
Service/ Maintenance	10.5	7.2	17.7	17.2	0.0	10.3	8.9	14.5	10.8	20.0
TOTALS	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4. SMSA Summary Report, San Antonio, April, 1974.

Table 5.7D(6)

Distribution of State Work Force in San Antonio by Race, Ethnicity, Gender and Salary

1974

Annual Salary in Thousands	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
0.1 - 3.9	16	6	0	0	6	0	10	7	1	2	0
4.0 - 5.9	1,585	545	238	63	240	4	1,040	396	141	497	6
6.0 - 7.9	1,001	581	355	29	196	1	420	262	31	124	3
8.0 - 9.9	555	458	366	9	83	0	97	71	8	18	0
10.0 - 12.9	522	386	318	10	57	1	136	116	3	17	0
13.0 - 15.9	116	92	79	2	11	0	24	21	2	0	1
16.0 - 24.9	59	54	53	0	1	0	5	5	0	0	0
25.0 Plus	23	21	20	0	1	0	2	2	0	0	0
Total	3,877	2,143	1,429	113	595	6	1,734	880	186	658	10

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/ EEO-4, SMSA Summary Report, San Antonio, April, 1974.

Table 5.7D(7)

Distribution of State Work Force in San Antonio by Race Ethnicity, Gender and Salary 1974

Percentage Distribution (Vertical)

Annual Salary in Thousands	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
0.1 - 3.9	0.4	0.3	0.0	0.0	1.0	0.0	0.6	0.8	0.5	0.3	0.0
4.0 - 5.9	40.9	25.4	16.7	55.8	40.3	66.6	60.0	45.0	75.8	75.5	60.0
6.0 - 7.9	25.8	27.1	24.8	25.7	32.9	16.7	24.2	29.7	16.7	18.9	30.0
8.0 - 9.9	14.3	21.4	25.6	8.0	13.9	0.0	5.6	8.1	4.3	2.7	0.0
10.0 - 12.9	13.5	18.0	22.3	8.8	9.6	16.7	7.8	13.2	1.6	2.6	0.0
13.0 - 15.9	3.0	4.3	5.5	1.7	1.9	0.0	1.4	2.4	1.1	0.0	10.0
16.0 - 24.9	1.5	2.5	3.7	0.0	0.2	0.0	0.3	0.6	0.0	0.0	0.0
25.0 Plus	0.6	1.0	1.4	0.0	0.2	0.0	0.1	0.2	0.0	0.0	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/ EEO-4, SMSA Summary Report, San Antonio, April, 1974.

1978

State Employment: San Antonio Metropolitan Area

5.8D(1)-(7)

Table 5.8 D(1)

Distribution of Total State Work Force in San Antonio by Race, Ethnicity, Gender, and Job Category

1978

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	173	107	66	127	8	37	1
Professionals	1,443	870	573	930	75	424	14
Technician	524	339	185	300	69	154	1
Protective Service	135	133	2	102	4	28	1
Para-Professional	645	228	417	178	158	307	2
Office and Clerical	927	47	880	320	57	544	6
Skilled Craft	360	356	4	223	10	127	0
Service/ Maintenance	318	159	159	101	42	171	4
Totals	4,525	2,239	2,286	2,281	423	1,792	29

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, SMSA Summary Report, San Antonio. Feb. 14, 1979.

Table 5.8 D(2)

Distribution of Total State Work Force in San Antonio by Race, Ethnicity, Gender, and Job Category

1978

Percentage Distribution
Vertical

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	3.8	4.8	2.9	5.6	1.9	2.1	3.4
Professionals	31.8	38.9	25.1	40.7	17.7	23.7	48.3
Technician	11.6	15.1	8.1	13.2	16.3	8.6	3.4
Protective Service	3.0	5.9	0.1	4.5	0.9	1.6	3.4
Para-Professional	14.3	10.2	18.2	7.8	37.4	17.1	6.9
Office and Clerical	20.5	2.1	38.4	14.0	13.5	30.3	20.7
Skilled Craft	8.0	15.9	0.2	9.8	2.4	7.1	0.0
Service/ Maintenance	7.0	7.1	7.0	4.4	9.9	9.5	13.8
Totals	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, SMSA Summary Report, San Antonio, Feb. 14, 1979.

Table 5.8 D(3)

Distribution of Total State Work Force in San Antonio by Race, Ethnicity, Gender, and Job Category

1978

Percentage Distribution
Horizontal

JOB CATEGORY	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	100.0%	61.8	38.2	73.4	4.6	21.4	0.6
Professionals	100.0%	60.3	39.7	64.4	5.2	29.4	1.0
Technician	100.0%	64.7	35.3	57.3	13.2	29.4	0.1
Protective Service	100.0%	98.5	1.5	75.6	3.0	20.7	0.7
Para-Professional	100.0%	35.3	64.7	27.6	24.5	47.6	0.3
Office and Clerical	100.0%	5.1	94.9	34.5	6.1	58.7	0.7
Skilled Craft	100.0%	98.9	1.1	61.9	2.8	35.3	0.0
Service/ Maintenance	100.0%	50.0	50.0	31.8	13.2	53.8	1.2
Totals	100.0%	49.5	50.5	50.4	9.3	39.6	0.7

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, SMSA Summary Report, San Antonio, Feb. 14, 1979.

Table 5.8 D(4)

Distribution of Total State Work Force in San Antonio by Race, Ethnicity, Gender, and Job Category: 1978

San Antonio

JOB CATEGORY	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	107	78	2	27	0	66	49	6	10	1
Professionals	870	566	34	263	7	573	364	41	161	7
Technician	339	232	13	93	1	185	68	56	61	0
Protective Service	133	102	4	26	1	2	0	0	2	0
Para-Professional	228	52	56	119	1	417	126	102	188	1
Office and Clerical	47	18	8	20	1	880	302	49	524	5
Skilled Craft	356	221	10	125	0	4	2	0	2	0
Service/ Maintenance	159	48	17	94	0	159	53	25	77	4
TOTALS	2,239	1,317	144	767	11	2,286	964	279	1,025	18

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, SMSA Summary Report, San Antonio, Feb. 14, 1979.

Table 5.8 D(5)

Distribution of Total State Work Force in San Antonio by Race, Ethnicity, Gender, and Job Category: 1978

San Antonio

Percentage Distribution (Vertical)

JOB CATEGORY	MALE					FEMALE				
	Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Administrators	4.8	5.9	1.4	3.5	0.0	2.9	5.1	2.1	1.0	5.6
Professionals	38.9	43.0	23.6	34.3	63.6	25.1	37.8	14.7	15.7	38.8
Technician	15.1	17.6	9.0	12.1	9.1	8.1	7.1	20.1	6.0	0.0
Protective Service	5.9	7.8	2.8	3.4	9.1	0.1	0.0	0.0	0.2	0.0
Para-Professional	10.2	3.9	38.9	15.5	9.1	18.2	13.1	36.5	18.3	5.6
Office and Clerical	2.1	1.4	5.6	2.6	9.1	38.4	31.3	17.6	51.1	27.8
Skilled Craft	15.9	16.8	6.9	16.3	0.0	0.2	0.2	0.0	0.2	0.0
Service/ Maintenance	7.1	3.6	11.8	12.3	0.0	7.0	5.4	9.0	7.5	22.2
TOTALS	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4, SMSA Summary Report, San Antonio, Feb. 14, 1979.

Table 5.8 D(6)

Distribution of State Work Force in San Antonio by Race, Ethnicity, Gender and Salary

1978

Annual Salary in Thousands	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
0.1 - 3.9	1	1	1	0	0	0	0	0	0	0	0
4.0 - 5.9	1	0	0	0	0	0	1	0	0	1	0
6.0 - 7.9	1,210	338	96	57	184	1	872	249	131	486	6
8.0 - 9.9	872	270	121	30	119	0	602	217	75	306	4
10.0 - 12.9	1,128	670	364	36	267	3	458	243	46	167	2
13.0 - 15.9	735	488	363	12	110	3	247	175	16	52	4
16.0 - 24.9	507	407	314	9	83	1	100	75	11	13	1
25.0 Plus	71	65	58	0	4	3	6	5	0	0	1
Total	4,525	2,239	1,317	144	767	11	2,286	964	279	1,025	18

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4 SMSA Summary Report, San Antonio, Feb. 14, 1979.

Table 5.8 D(7)

Distribution of State Work Force in San Antonio by Race, Ethnicity, Gender and Salary
1978

Percentage Distribution (Vertical)

Annual Salary in Thousands	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
0.1 - 3.9	0.02	0.04	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4.0 - 5.9	0.02	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0
6.0 - 7.9	26.7	15.1	7.3	39.6	24.0	9.1	38.1	25.8	47.0	47.4	33.3
8.0 - 9.9	19.3	12.1	9.2	20.8	15.5	0.0	26.3	22.5	26.9	29.8	22.2
10.0 - 12.9	24.9	29.9	27.6	25.0	34.8	27.3	20.0	25.2	16.5	16.3	11.1
13.0 - 15.9	16.3	21.8	27.6	8.3	14.3	27.3	10.8	18.2	5.7	5.1	22.2
16.0 - 24.9	11.2	18.2	23.8	6.3	10.8	9.1	4.4	7.8	3.9	1.3	5.6
25.0 Plus	1.6	2.9	4.4	0.0	0.5	27.3	0.3	0.5	0.0	0.0	5.6
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, State and Local Government Information/EEO-4 SMSA Summary Report, San Antonio, Feb. 14, 1979.

State Agency Profile - City of San Antonio

Distribution of Work Force by Race/Ethnicity
and Gender by State Agency for the
Years - 1973, 1975 and 1978

Table 5.9D

NOTE: Agency data for the years specified were derived from EEO-4's submitted by each agency. Where an (*) is noted, either the data was not available for that year or the agency did not have staff assigned to the San Antonio area.

AGENCY	MALE					FEMALE					Total
	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	
Attorney General's Office											
1978	4	0	4	0	8	3	0	8	0	11	19
1975	7	0	2	0	9	5	0	3	0	8	17
1973	3	0	0	0	3	3	0	2	0	5	8
Change 1973-78	+ 1	0	+ 4	0	+ 5	0	0	+ 6	0	+ 6	+ 11
Board of Pardons & Parole											
1978	8	3	3	0	14	5	2	6	0	13	27
1975	5	1	2	0	8	0	0	4	0	4	12
1973	5	1	3	0	9	1	0	3	0	4	13
Change 1973-78	+ 3	+ 2	0	0	+ 5	+ 4	+ 2	+ 3	0	+ 9	+ 14
Texas Department of Health											
1978	93	2	88	2	185	141	16	126	2	285	470
1975 *											
1973 *											
Change 1973-78											
Texas Parks and Wildlife Depart.											
1978	20	0	7	0	27	6	0	4	1	11	38
1975	27	0	5	0	32	6	0	2	0	8	40
1978	22	0	5	0	27	4	0	1	0	5	32
Change 1973-78	- 2	0	+ 2	0	0	+ 2	0	+ 3	+ 1	+ 6	+ 6
Railroad Commission											
1978	12	0	0	0	12	6	0	2	0	8	20
1975	14	0	0	1	15	5	0	2	0	7	22
1973	13	0	0	0	13	4	0	0	0	4	17
Change 1973-78	- 1	0	0	0	- 1	+ 2	0	+ 2	0	+ 4	+ 3

AGENCY	MALE					FEMALE					
	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
Department of Mental Health & Mental Retard.											
1978	215	85	205	7	512	351	208	303	8	870	1,382
1975	197	67	162	5	431	312	131	200	5	648	1,079
1973	205	58	142	5	410	305	117	182	7	611	1,021
Change 1973-78	+ 10	+ 27	+ 63	+ 2	+ 102	+ 46	+ 91	+ 121	+ 1	+ 259	+ 361
State Board of Insurance											
1978	4	0	0	0	4	0	0	0	0	0	4
1975	5	0	0	0	5	0	0	0	0	0	5
1973	4	0	0	0	4	0	0	0	0	0	4
Change 1973-78	0	0	0	0	0	0	0	0	0	0	0
State Commission for the Blind											
1978	6	1	10	1	18	16	2	12	0	30	48
1975	5	0	7	1	13	12	2	12	0	26	39
1973	6	0	6	1	13	6	3	9	0	18	31
Change 1973-78	0	+ 1	+ 4	0	+ 5	+ 10	- 1	+ 3	0	+ 12	+ 17
Comptroller of Public Accounts											
1978	39	1	21	0	61	17	0	9	0	26	87
1975	45	0	13	0	58	12	1	1	0	14	72
1978	51	0	10	0	61	8	0	3	0	11	72
Change 1973-78	- 12	+ 1	+ 11	0	0	+ 9	0	+ 6	0	+ 15	+ 15
Department of Highways & Public Transportation											
1978	397	11	152	0	560	33	3	7	0	43	603
1975	525	24	190	1	740	39	3	5	0	47	787
1973	508	6	171	0	685	40	1	2	0	43	728
Change 1973-78	-111	+ 5	- 19	0	- 125	- 7	+ 2	+ 5	0	0	- 125

AGENCY	MALE					FEMALE					
	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
Texas Alcoholic Beverage Commission											
1978	17	2	2	0	21	5	0	1	0	6	27
1975	18	2	3	0	23	4	0	2	0	6	29
1973	18	1	4	0	23	3	0	3	0	6	29
Change 1973-78	- 1	+ 1	- 2	0	- 2	+ 2	0	- 2	0	0	- 2
National Guard Board											
1978	3	2	5	0	10	0	0	0	0	0	10
1975	6	2	4	0	12	0	0	0	0	0	12
1973	6	1	5	0	12	0	0	0	0	0	12
Change 1973-78	- 3	+ 1	0	0	- 2	0	0	0	0	0	- 2
Law Enforcement Officer Standards & Education											
1978	1	0	1	0	2	1	0	0	0	1	3
1975	1	0	0	0	1	0	0	0	0	0	1
1973	1	0	0	0	1	0	0	0	0	0	1
Change 1973-78	0	0	+ 1	0	+ 1	+ 1	0	0	0	+ 1	+ 2
Department of Human Resources											
1978	176	10	154	0	340	274	47	438	5	764	1,104
1975	179	12	143	1	335	303	53	382	5	743	1,078
1978	219	10	160	5	394	523	54	447	10	1,034	1,428
Change 1973-78	- 43	0	- 0	- 5	- 54	- 249	- 7	- 9	- 5	-270	- 324
Department of Labor & Standards											
1978	7	0	1	0	8	0	0	2	0	2	10
1975	6	0	2	0	8	0	0	2	0	2	10
1973	7	0	3	0	10	0	0	3	0	3	13
Change 1973-78	0	0	- 2	0	- 2	0	0	- 1	0	- 1	- 3

AGENCY	MALE					FEMALE					
	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
Department of Public Safety											
1978	94	2	18	1	115	29	0	5	0	34	149
1975	99	3	14	0	116	30	0	4	0	34	150
1973	101	2	9	0	112	26	0	3	0	29	141
Change 1973-78	- 7	0	+ 9	+ 1	+ 3	+ 3	0	+ 2	0	+ 5	+ 8
Texas Education Agency											
1978	0	0	2	0	2	3	0	0	0	3	5
1975 *											
1973 *											
Change 1973-78											
Texas Employment Commission											
1978	132	24	60	1	217	48	17	58	0	123	340
1975	145	14	49	0	208	59	8	52	0	119	327
1973	155	20	53	0	228	52	9	52	0	113	341
Change 1973-78	- 23	+ 4	+ 7	+ 1	- 11	- 4	+ 8	+ 6	0	+ 10	- 1
Texas Industrial Accident Board											
1978	0	0	1	0	1	4	0	2	0	6	7
1975	0	0	1	0	1	0	0	3	0	3	4
1978 *											
Change 1973-78											
Texas Real Estate Commission											
1978	1	0	0	0	1	0	0	0	0	0	1
1975	1	0	0	0	1	0	0	0	0	0	1
1973	1	0	0	0	1	0	0	0	0	0	1
Change 1973-78	0	0	0	0	0	0	0	0	0	0	0

AGENCY	MALE					FEMALE					
	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
Texas Rehabilitation Commission											
1978	23	7	24	0	54	29	3	44	0	76	130
1975	28	6	24	0	58	41	3	47	0	91	149
1973	42	6	24	0	72	39	6	46	0	91	163
Change 1973-78	- 19	+ 1	0	0	- 18	- 10	- 3	- 2	0	- 15	- 33
Texas Department of Agriculture											
1978	7	0	4	0	11	3	1	1	0	5	16
1975	9	1	3	0	13	2	1	1	0	4	17
1973	10	1	1	0	12	4	1	0	0	5	17
Change 1973-78	- 3	- 1	+ 3	0	- 1	- 1	0	+ 1	0	0	- 1
Texas Surplus Property Agency											
1978	12	2	2	0	16	5	1	0	0	6	22
1975	13	3	2	0	18	6	0	1	0	7	25
1973	12	0	1	0	13	4	0	1	0	5	18
Change 1973-78	0	+ 2	+ 1	0	+ 3	+ 1	+ 1	- 1	0	+ 1	+ 4
Texas Department of Water Resources											
1978	8	0	3	0	11	0	0	1	0	1	12
1975	13	0	1	0	14	1	0	0	0	1	15
1978	12	0	1	0	13	1	0	0	0	1	14
Change 1973-78	- 4	0	+ 2	0	- 2	- 1	0	+ 1	0	0	- 2
Texas Youth Council											
1978	2	1	2	0	5	1	0	4	0	5	10
1975	2	1	1	0	4	1	0	2	0	3	7
1973	2	1	1	0	4	1	0	0	0	1	5
Change 1973-78	0	0	+ 1	0	+ 1	0	0	+ 4	0	+ 4	+ 5

Federal Employment in the San Antonio
Metropolitan Area by Race, Ethnicity and Pay System
For the years 1967, 1973 and 1977

Table 5.10D(1)-(3)

5.10 D(1)

Federal Employment in the San Antonio SMSA by Race, Ethnicity and Pay System: 1967[1]

Pay Plans	Total Employees		Black		Mexican American		Other[2]		Minority		White/ Anglo	
			Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
Total GS	20,933	100.0	747	100.0	4,936	100.0	43	100.0	5,726	100.0	15,207	100.0
GS 1-4	6,348	30.3	423	56.6	2,375	48.1	5	11.6	2,803	49.0	3,545	23.3
5-8	6,353	30.3	226	30.3	1,597	32.4	18	41.9	1,841	32.2	4,512	29.7
9-11	5,970	28.5	87	11.6	856	17.4	16	37.2	959	16.7	5,011	32.9
12-13	1,999	9.5	10	1.3	106	2.1	3	7.0	119	2.1	1,880	12.4
14-15	255	1.2	1	0.1	2	0.04	1	2.3	4	0.1	251	1.7
16-18	8	0.1	0	0.0	0	0.0	0	0.0	0	0.0	8	0.1
Total Wage Systems[3]	17,230	100.0	1,826	100.0	9,559	100.0	21	100.0	11,406	100.0	5,824	100.0
WG 1-3	-	-	-	-	-	-	-	-	-	-	-	-
4-6	-	-	-	-	-	-	-	-	-	-	-	-
7-9	-	-	-	-	-	-	-	-	-	-	-	-
10-12	-	-	-	-	-	-	-	-	-	-	-	-
13-15+	-	-	-	-	-	-	-	-	-	-	-	-
Wage Leader	-	-	-	-	-	-	-	-	-	-	-	-
Wage Super.	-	-	-	-	-	-	-	-	-	-	-	-
Total Postal Service[4]	2,268	100.0	182	100.0	880	100.0	2	100.0	1,064	100.0	1,204	100.0
PFS 1-5	1,832	80.8	161	88.5	769	87.4	2	100.0	932	87.6	900	74.8
6-9	382	16.8	21	11.5	105	11.9	0	-	126	11.8	256	21.3
10-12	46	2.0	0	-	5	0.6	0	-	5	0.5	41	3.4
13-16	7	0.3	0	-	1	0.1	0	-	1	0.1	6	0.5
17-19	1	0.1	0	-	0	-	0	-	0	-	1	0.1
20-21	-		-	-	-	-	-	-	-	-	-	-
22+	-		-	-	-	-	-	-	-	-	-	-
TOTAL	40,431	100.0	2,755	6.8	15,375	38.0	66	0.2	18,196	45.0	22,235	55.0

1. U.S. Civil Service Commission, Minority Group Employment in the Federal Government. November, 1968. Table 4-41a. Standard Metropolitan Statistical Area, San Antonio, Texas. Full Time Employment as of November 30, 1967, p. 597.
2. The designation "other" includes Asian and Native Americans.
3. Data for Wage Systems in 1967 was not compatible to current WG classification system; therefore, data was not included.
4. Includes 4th Class Postmasters and rural carriers.

5.10 D(2)

Federal Employment in the San Antonio SMSA by Race, Ethnicity and Pay System: 1973[1]

Pay Plans	Total Employees		Black		Mexican American		Other[2]		Minority		White/ Anglo	
			Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
Total GS	19,224	100.0	916	100.0	5,685	100.0	72	100.0	6,673	100.0	12,551	100.0
GS 1-4	5,000	26.0	439	47.9	2,299	40.4	15	20.8	2,753	41.3	2,247	17.9
5-8	5,779	30.1	282	30.8	1,904	33.5	25	34.7	2,211	33.1	3,568	28.4
9-11	5,878	30.6	171	18.7	1,220	21.5	23	31.9	1,414	21.2	4,464	35.6
12-13	2,235	11.6	23	2.5	240	4.2	8	11.1	271	4.1	1,964	15.6
14-15	326	1.7	1	0.1	21	0.4	1	1.4	23	0.3	303	2.4
16-18	6	0.0	0	-	1	0.01	0	-	1	0.01	5	0.1
Total Wage Systems	13,459	100.0	1,244	100.0	8,226	100.0	18	100.0	9,488	100.0	3,971	100.0
WG 1-3	492	3.7	92	7.4	334	4.1	1	5.6	427	4.5	65	1.6
4-6	2,548	18.9	371	29.8	1,790	21.8	3	16.7	2,164	22.8	384	9.7
7-9	3,492	25.9	433	34.8	2,286	27.8	5	27.8	2,724	28.7	768	19.3
10-12	5,405	40.2	244	19.6	3,156	38.3	5	27.8	3,405	35.9	2,000	50.4
13-15+	56	0.4	1	0.1	17	0.2	1	5.6	19	0.2	37	0.9
Wage Leader	111	0.8	14	1.1	56	0.7	1	5.6	71	0.7	40	1.0
Wage Super.	1,355	10.1	89	7.2	587	7.1	2	11.0	678	7.1	677	17.0
Total Postal Service	2,175	100.0	218	100.0	981	100.0	3	100.0	1,202	100.0	973	100.0
PPS 1-5	1,677	77.1	179	82.1	769	78.4	3	100.0	951	79.1	726	74.6
6-9	341	15.7	34	15.6	167	17.0	-	-	201	16.7	140	14.4
10-12	4	0.2	0	-	3	0.3	-	-	3	0.2	1	0.1
13-16	99	4.6	5	2.3	30	3.1	-	-	35	2.9	64	6.6
17-19	39	1.8	-	-	10	1.0	-	-	10	0.8	29	3.0
20-21	7	0.3	-	-	1	0.1	-	-	1	0.1	6	0.6
22+	8	0.4	-	-	1	0.1	-	-	1	0.1	7	0.7
TOTAL	34,858	100.0	2,378	6.8	14,892	42.7	93	0.3	17,363	49.8	17,495	50.2

[1] U.S. Civil Service Commission, Minority Group Employment in the Federal Government, 1973. Table 4-055. Standard Metropolitan Statistical Area, San Antonio, Texas. Full Time Employment as of November 30, 1973. p. 505.

[2] The designation "Other" includes Asian and Native Americans.

5.10 D(3)
Federal Employment in the San Antonio SMSA by Race, Ethnicity and Pay Systems 1977[1]

Pay Plans	Total Employees		Black Total	Black Percent	Mexican American Total	Mexican American Percent	Other[2] Total	Other[2] Percent	Minority Total	Minority Percent	White/ Anglo Total	White/ Anglo Percent
Total GS	20,121	100.0	1,087	100.0	6,087	100.0	105	100.0	7,279	100.0	12,842	100.0
GS 1-4	5,161	25.7	428	39.4	2,090	34.3	24	22.9	2,542	34.9	2,619	20.4
5-8	6,507	32.3	377	34.7	2,389	39.2	27	25.7	2,793	38.4	3,714	28.9
9-11	5,583	27.7	240	22.1	1,254	20.6	31	29.5	1,525	21.0	4,058	31.6
12-13	2,482	12.3	40	3.7	317	5.2	17	16.2	374	5.1	2,108	16.4
14-15	383	1.9	2	0.1	36	0.6	6	5.7	44	0.6	339	2.6
16-18	5	0.1	0	_	1	0.1	0	_	1	0.01	4	0.1
Total Wage Systems	11,733	100.0	1,020	100.0	7,446	100.0	16	100.0	8,482	100.0	3,251	100.0
WG 1-3	823	7.0	102	10.0	567	7.6	1	6.3	670	7.9	153	4.7
4-6	1,622	13.8	255	25.0	1,123	15.1	2	12.5	1,380	16.3	242	7.4
7-9	3,532	30.1	383	37.5	2,413	32.4	4	25.0	2,800	33.0	732	22.5
10-12	4,455	38.1	199	19.5	2,699	36.3	5	31.2	2,903	34.2	1,552	47.7
13-15+	75	0.6	3	0.3	39	0.5	1	6.3	43	0.5	32	1.0
Wage Leader	123	1.0	14	1.4	60	0.8	1	6.3	75	0.9	48	1.5
Wage Super.	1,103	9.4	64	6.3	545	7.3	2	12.5	611	7.2	492	15.1
Total Postal Service	2,093	100.0	189	100.0	1,034	100.0	3	100.0	1,226	100.0	867	100.0
PFS 1-5	1,425	68.1	129	68.3	687	66.4	2	66.7	818	66.7	607	70.0
6-9	473	22.6	52	27.5	261	25.2	1	33.3	314	25.6	159	18.3
10-12	6	0.3	1	0.5	1	0.1	-	-	2	0.2	4	0.5
13-16	125	6.0	6	3.2	60	5.8	-	-	66	5.4	59	6.8
17-19	41	2.0	1	0.5	16	1.5	-	-	17	1.4	24	2.8
20-21	14	0.7	-	-	6	0.6	-	-	6	0.5	8	0.9
22+	9	0.3	-	-	3	0.3	-	-	3	0.2	6	0.7
TOTAL	33,947	100.0	2,296	6.8	14,567	42.9	124	0.4	16,987	50.1	16,960	49.9

. Bureau of Personnel Management, Status of Federal Civilian Employees by Pay Plan and Grade, Minority Group and Sex - Date 11/30/77. Report F-CSC SMSA by Agency - San Antonio, Sept. 1978.

. The designation "Other" includes Asian and Native Americans.

Federal Women Full-time Employees by Race, Ethnicity and Pay Plan - San Antonio SMSA 1975 and 1977

Tables 5.11D(1)-(2)

Table 5.11D(1)

**Federal Women Full-Time Employees by Race,
Ethnicity and Pay Plan - San Antonio, SMSA**

November 1975
Percentage Distribution (Vertical)

	Total All Employees	%	Total Male Employees	%	Total Female Employees	%	Black Females	%	Mexican American Females	%	Other	%	Total Minority Females	%	White/Anglo Females	%
Total GS	18,429	55.9% 100.0	10,765	43.6 100.0	7,664	92.3 100.0	502	77.7 100.0	2,310	87.0 100.0	--	100.0	2,812	85.2 100.0	4,852	97.0 100.0
GS- 1- 4	4,753	25.8	1,331	12.4	3,422	44.7	262	52.2	1,300	56.3	--		1,562	55.5	1,860	38.3
5- 8	5,881	31.9	2,753	25.6	3,128	40.8	180	35.9	843	36.5	--		1,023	36.4	2,105	43.4
9-11	5,218	28.3	4,223	39.2	995	13.0	55	11.0	159	6.9	--		214	7.6	781	16.1
12-13	2,258	12.3	2,147	19.9	111	1.4	4	0.8	8	0.3	--		12	0.4	99	2.1
14-15	314	1.7	306	2.8	8	0.1	1	0.1	0		--		1	0.1	7	0.1
16-18	5	0.02	5	0.1	0	0.0	0		0		--		0		0	
Total Wage Systems	12,406	37.6 100.0	11,867	48.1 100.0	539	6.5 100.0	122	18.9 100.0	315	11.9 100.0	0	100.0%	437	13.2 100.0	102	2.0 100.0
WG 1- 3	442	3.6	388	3.3	54	10.0	11	9.0	38	12.1	0		49	11.2	5	4.9
4- 6	1,643	13.2	1,531	12.9	112	20.8	28	23.0	66	21.0	0		94	21.5	18	17.6
7- 9	3,987	32.1	3,707	31.2	280	51.9	59	48.3	161	51.1	0		220	50.3	60	58.8
10-12	4,983	40.2	4,899	41.3	84	15.6	21	17.2	46	14.6	0		67	15.3	17	16.7
13-15	79	0.6	79	0.6	0	0.0	0	0.0	0	0.0	0		0	0.0	0	0.0
Wage Leader	94	0.8	92	0.8	2	0.4	0	0.0	2	0.0	0		2	0.5	0	0.0
Wage Supervisor	1,171	9.4	1,164	9.8	7	1.3	3	2.5	2	0.6	0		5	1.1	2	2.0
Total Postal Service	2,139	6.5 100.0	2,039	8.3 100.0	100	1.2 100.0	22	3.4 100.0	31	1.2 100.0	0	100.0	53	1.6 100.0	47	1.0 100.0
PFS 1 - 5	1,587	74.2	1,517	74.4	70	70.0	14	63.6	25	80.6	0		39	73.6	31	66.0
6 - 9	478	22.3	455	22.3	23	23.0	8	36.4	6	19.4	0		14	26.4	9	19.1
10 -12	4	0.2	2	0.1	2	2.0	0		0		0		0		2	4.3
13 -16	8	0.4	4	0.2	4	4.0	0		0		0		0		4	8.5
17 -19	29	1.4	28	1.4	1	1.0	0		0		0		0		1	2.1
20 -21	21	1.0	21	1.0	0		0		0		0		0		0	
22+	12	0.5	12	0.5	0		0		0		0		0		0	
TOTAL	32,974	100.0	24,671	100.0	8,303	100.0	646	100.0	2,656	100.0	0		3,302	100.0	5,001	100.0

SOURCE: U.S. Civil Service Commission, Employment of Minorities and Women by Federal Agencies and Geographical Area, Dallas Region. Equal Employment Opportunity Office, May, 1977. Table 65, Federal Women Full-Time Employees in the San Antonio, Texas, SMSA, as of November 30, 1975, p. 74.

Table 5.11D(1a)

Federal Women Full-Time Employees by Race, Ethnicity and Pay Plan - San Antonio, SMSA
November 1975
Percentage Distribution (Horizontal)

	Total All Employees	%	Total Male Employees	%	Total Female Employees	%	Black Females	%	Mexican American Females	%	Other	%	Total Minority Females	%	White/Anglo Females	%
Total GS	18,429	100.0	10,765	58.4	7,664	41.6	502	2.7	2,310	12.5	--		2,812	15.3	4,852	26.3
GS- 1- 4	4,753	100.0	1,331	28.0	3,422	72.0	262	5.5	1,300	27.4	--		1,562	32.9	1,860	39.1
5- 8	5,881	100.0	2,753	46.8	3,128	53.2	180	3.1	843	14.3	--		1,023	17.4	2,105	35.8
9-11	5,218	100.0	4,223	80.9	995	19.1	55	1.1	159	3.0	--		214	4.1	781	15.0
12-13	2,258	100.0	2,147	95.1	111	4.9	4	0.2	8	0.4	--		12	0.5	99	4.4
14-15	314	100.0	306	97.5	8	2.5	1	0.3	0		--		1	0.3	7	2.2
16-18	5	100.0	5	100.0	0	0.0	0	0.0	0	0.0	--		0	0.0	0	0.0
Total Wage Systems	12,406	100.0	11,867	95.7	539	4.3	122	1.0	315	2.5	0		437	3.5	102	0.8
WG 1- 3	442	100.0	388	87.8	54	12.2	11	2.5	38	8.6	0		49	11.1	5	1.1
4- 6	1,643	100.0	1,531	93.2	112	6.8	28	1.7	66	4.0	0		94	5.7	18	1.1
7- 9	3,987	100.0	3,707	93.0	280	7.0	59	1.5	161	4.0	0		220	5.5	60	1.5
10-12	4,983	100.0	4,899	98.3	84	1.7	21	0.4	46	0.9	0		67	1.3	17	0.4
13-15	79	100.0	79	100.0	0	0.0	0	0.0	0	0.0	0		0	0.0	0	0.0
Wage Leader	94	100.0	92	97.9	2	2.1	0	0.0	2	2.1	0		2	2.1	0	0.0
Wage Supervisor	1,171	100.0	1,164	99.4	7	0.6	3	0.3	2	0.2	0		5	0.4	2	0.2
Total Postal Service	2,139	100.0	2,039	95.3	100	4.7	22	1.0	31	1.4	0		53	2.5	47	2.2
PFS 1 - 5	1,587	100.0	1,517	95.6	70	4.4	14	0.9	25	1.6	0		39	2.5	31	1.9
6 - 9	478	100.0	455	95.2	23	4.8	8	1.7	6	1.3	0		14	2.9	9	1.9
10 -12	4	100.0	2	50.0	2	50.0	0	0.0	0	0.0	0		0	0.0	2	50.0
13 -16	8	100.0	4	50.0	4	50.0	0	0.0	0	0.0	0		0	0.0	4	50.0
17 -19	29	100.0	28	96.6	1	3.4	0	0.0	0	0.0	0		0	0.0	1	3.4
20 -21	21	100.0	21	100.0	0	0.0	0	0.0	0	0.0	0		0	0.0	0	0.0
22+	12	100.0	12	100.0	0	0.0	0	0.0	0	0.0	0		0	0.0	0	0.0
TOTAL	32,974	100.0%	24,671	74.8%	8,303	25.2%	646	1.9%	2,659	8.1%	0		3,302	10.0%	5,001	15.2%

SOURCE: U.S. Civil Service Commission, *Employment of Minorities and Women by Federal Agencies and Geographical Area, Dallas Region*. Equal Employment Opportunity Office, May, 1977. Table 65, Federal Women Full-time Employees in the San Antonio, Texas, SMSA, as of November 30, 1975, p. 74.

Table 5.11D(2)

Federal Women Full-Time Employees by Race, Ethnicity and Pay Plan - San Antonio, SMSA

November 1977

Percentage Distribution (Vertical)

	Total All Employees	%	Total Male Employees	%	Total Female Employees	%	Black Females	%	Mexican American Females	%	Other	%	Total Minority Females	%	White/Anglo Females	%
Total GS	20,121	59.3 100.0	11,154	45.8 100.0	8,967	93.5 100.0	594	80.3 100.0	2,645	88.6 100.0	46	100.0 100.0	3,285	87.1 100.0	5,682	97.6 100.0
GS- 1- 4	5,161	25.7	1,381	12.4	3,780	42.2	283	47.6	1,370	51.8	19	41.3	1,672	50.9	2,108	37.1
5- 8	6,507	32.3	2,890	25.9	3,617	40.3	206	34.7	1,032	39.0	17	37.0	1,255	38.2	2,362	41.6
9-11	5,583	27.7	4,185	37.5	1,398	15.6	98	16.5	228	8.6	9	19.6	335	10.2	1,063	18.7
12-13	2,482	12.3	2,324	20.8	158	1.8	6	1.0	15	0.6	1	2.1	22	0.7	136	2.4
14-15	383	1.9	369	3.3	14	0.1	1	0.2	0		0		1	0.03	13	0.2
16-18	5	0.1	5	0.1	0	0.0	0		0		0		0		0	
Total Wage Systems	11,733	34.6 100.0	11,212	46.0 100.0	521	5.4 100.0	125	16.9 100.0	300	10.1 100.0	0	100.0	425	11.3 100.0	96	1.6 100.0
WG 1- 3	823	7.0	739	6.6	84	16.1	17	13.6	57	19.0	0		74	17.4	10	10.4
4- 6	1,622	13.8	1,494	13.3	128	24.6	38	30.4	71	23.7	0		109	25.6	19	19.8
7- 9	3,532	30.1	3,299	29.4	233	44.7	56	44.8	127	42.3	0		183	43.1	50	52.1
10-12	4,455	38.0	4,393	39.2	62	11.9	9	7.2	39	13.0	0		48	11.3	14	14.6
13-15	75	0.6	75	0.7	0	0.0	0	0.0	0	0.0	0		0	0.0	0	0.0
Wage Leader	123	1.1	121	1.1	2	0.4	0	0.0	1	0.3	0		1	0.2	1	1.0
Wage Supervisor	1,103	9.4	1,091	9.7	12	2.3	5	4.0	5	1.7	0		10	2.4	2	2.1
Total Postal Service	2,093	6.2 100.0	1,991	8.2 100.0	102	1.1 100.0	21	2.8 100.0	40	1.3 100.0	0	100.0	61	1.6 100.0	41	0.7 100.0
PFS 1 - 5	1,425	68.1	1,362	68.4	63	61.7	12	57.1	28	70.0	0		40	65.6	23	56.1
6 - 9	473	22.6	446	22.4	27	26.5	9	42.9	9	22.5	0		18	29.5	9	22.0
10 -12	6	0.3	2	0.1	4	3.9	0		1	2.5	0		1	1.6	3	7.3
13 -16	125	6.0	119	6.0	6	5.9	0		2	5.0	0		2	3.3	4	9.8
17 -19	41	2.0	39	1.9	2	2.0	0		0		0		0		2	4.8
20 -21	14	0.6	14	0.7	0		0		0		0		0		0	
22+	9	0.4	9	0.5	0		0		0		0		0		0	
TOTAL	33,947	100.0%	24,357	100.0%	9,590	100.0%	740	100.0%	2,985	100.0%	46	100.0%	3,771	100.0%	5,819	100.0%

SOURCE: Bureau of Personnel Management, Status of Federal Civilian Employees by Pay Plan and Grade, Minority Group and Sex, Date 11/30/77. Report D, CSC Region by SMSA, San Antonio, TX., Sept. 1978.

Table 5.11D(2a)

Federal Women Full-Time Employees by Race, Ethnicity and Pay Plan - San Antonio, SMSA

November 1977

Percentage Distribution (Horizontal)

	Total All Employees	%	Total Male Employees	%	Total Female Employees	%	Black Females	%	Mexican American Females	%	Other	%	Total Minority Females	%	White/Anglo Females	%
Total GS	20,121	100.0	11,154	55.4	8,967	44.6	594	3.0	2,645	13.1	46	0.2	3,285	16.3	5,682	28.3
GS- 1- 4	5,161	100.0	1,381	26.8	3,780	73.2	283	5.5	1,370	26.5	19	0.4	1,672	32.4	2,108	40.8
5- 8	6,507	100.0	2,890	44.4	3,617	55.6	206	3.2	1,032	15.8	17	0.3	1,255	19.3	2,362	36.3
9-11	5,583	100.0	4,185	75.0	1,398	25.0	98	1.7	228	4.1	9	0.2	335	6.0	1,063	19.0
12-13	2,482	100.0	2,324	93.6	158	6.4	6	0.2	15	0.6	1	0.1	22	0.9	136	5.5
14-15	383	100.0	369	96.3	14	3.7	1	0.3	0	0.0	0	0.0	1	0.3	13	3.4
16-18	5	100.0	5	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total Wage Systems	11,733	100.0	11,212	95.6	521	4.4	125	1.1	300	2.5	0	0.0	425	3.6	96	0.8
WG 1- 3	823	100.0	739	89.8	84	10.2	17	2.1	57	6.9	0	0.0	74	9.0	10	1.2
4- 6	1,622	100.0	1,494	92.1	128	7.9	38	2.3	71	4.4	0	0.0	109	6.7	19	1.2
7- 9	3,532	100.0	3,299	93.4	233	6.6	56	1.6	127	3.6	0	0.0	183	5.2	50	1.4
10-12	4,455	100.0	4,393	98.6	62	1.4	9	0.2	39	0.9	0	0.0	48	1.1	14	0.3
13-15	75	100.0	75	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Wage Leader	123	100.0	121	98.4	2	1.6	0	0.0	1	0.8	0	0.0	1	0.8	1	0.8
Wage Supervisor	1,103	100.0	1,091	98.9	12	1.1	5	0.5	5	0.5	0	0.0	10	0.9	2	0.2
Total Postal Service	2,093	100.0	1,991	95.1	102	4.9	21	1.0	40	1.9	0	0.0	61	2.9	41	2.0
PFS 1 - 5	1,425	100.0	1,362	95.6	63	4.4	12	0.8	28	2.0	0	0.0	40	2.8	23	1.6
6 - 9	473	100.0	446	94.3	27	5.7	9	1.9	9	1.9	0	0.0	18	3.8	9	1.9
10 -12	6	100.0	2	33.3	4	66.7	0	0.0	1	16.7	0	0.0	1	16.7	3	50.0
13 -16	125	100.0	119	95.2	6	4.8	0	0.0	2	1.6	0	0.0	2	1.6	4	3.2
17 -19	41	100.0	39	95.1	2	4.9	0	0.0	0	0.0	0	0.0	0	0.0	2	4.9
20 -21	14	100.0	14	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
22+	9	100.0	9	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	33,947	100.0%	24,357	71.8%	9,590	28.2%	740	2.2%	2,985	8.8%	46	0.1%	3,771	11.1%	5,819	17.1%

SOURCE: Bureau of Personnel Management, Status of Federal Civilian Employees by Pay Plan and Grade, Minority Group and Sex, Date 11/30/77. Report D, CSC Region by SMSA, San Antonio, TX., Sept. 1978.

Full Time Employment by Race, Ethnicity, and Gender of Federal Agencies With 25 or More Employees in San Antonio 1976 and 1977

Table 5.12D

AGENCY	MALE					FEMALE					
	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
Department of the Air Force											
1977[1]	7,719	1,037	8,949	53	17,758	3,554	488	2,110	30	6,182	23,940
1976[2]	8,043	1,050	9,090	50	18,233	3,428	490	2,032	27	5,977	24,210
Change 1976-77	- 324	- 13	- 141	+ 3	- 475	+ 126	- 2	+ 78	+ 3	+ 205	- 270
Department of Agriculture											
1977	69	4	27	2	102	9	0	3	0	12	114
1976	70	3	28	1	102	9	0	3	0	12	114
Change 1976-77	- 1	+ 1	- 1	+ 1	0	0	0	0	0	0	0
Department of the Army											
1977	1,331	236	1,035	9	2,611	1,387	159	479	10	2,035	4,646
1976	1,463	239	1,040	12	2,754	1,484	162	495	8	2,149	4,903
Change 1976-77	- 132	- 3	- 5	- 3	- 143	- 97	- 3	- 16	+ 2	- 114	- 257
Department of Commerce											
1977	23	1	3	0	27	0	1	1	0	2	29
1976	24	1	3	0	28	0	1	1	0	2	30
Change 1976-77	- 1	0	0	0	- 1	0	0	0	0	0	- 1
U.S. Civil Service Commission											
1977	3	3	12	0	18	9	0	11	0	20	38
1976	5	1	9	1	16	13	1	12	0	26	42
Change 1976-77	- 2	+ 2	+ 3	- 1	+ 2	- 4	- 1	- 1	0	- 6	- 4
Department of Justice											
1977	122	0	34	0	156	68	1	24	0	93	249
1976	143	0	32	0	175	72	2	25	1	100	275
Change 1976-77	- 21	0	+ 2	0	- 19	- 4	- 1	- 1	- 1	- 7	- 26

AGENCY	MALE					FEMALE					
	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
Defense Supply Agency											
1977	85	13	59	3	160	28	1	22	0	51	211
1976	85	13	64	4	166	25	1	20	0	46	212
Change 1976-77	0	0	- 5	- 1	- 6	+ 6	0	+ 2	0	+ 5	- 1
Equal Employment Opportunity Commission											
1977	3	2	12	0	17	2	3	12	0	17	34
1976	3	2	12	0	17	2	3	18	0	18	35
Change 1976-77	0	0	0	0	0	0	0	- 1	0	- 1	- 1
General Services Administration											
1977	21	3	12	0	36	8	2	4	0	14	50
1976	21	2	10	2	35	8	1	4	0	13	48
Change 1976-77	0	+ 1	+ 2	- 2	+ 1	0	+ 1	0	0	+ 1	+ 2
Department of Health, Education & Welfare											
1977	34	3	26	1	64	70	9	76	0	155	219
1976	36	4	24	0	64	58	10	78	0	146	210
Change 1976-77	- 2	- 1	+ 2	+ 1	0	+ 12	- 1	- 2	0	+ 9	+ 9
Department of Housing & Urban Development											
1977	53	2	17	1	73	39	1	22	0	62	135
1976	50	2	17	1	70	36	1	16	0	53	128
1976-77	+ 3	0	0	0	+ 3	+ 3	0	+ 6	0	+ 9	+ 12
Department of Interior											
1977	21	0	4	1	26	3	0	3	0	6	32
1976	17	0	2	1	20	3	0	2	0	5	25
Change 1976-77	+ 4	0	+ 2	0	+ 6	0	0	+ 1	0	+ 1	+ 7

AGENCY	MALE					FEMALE					
	White/ Anglo	Black	Mexican American	Other	Total	White/ Anglo	Black	Mexican American	Other	Total	Total
U.S. Postal Service											
1977	852	168	997	3	2,020	45	21	40	0	106	2,126
1976	914	177	999	3	2,093	48	22	34	0	104	2,197
Change 1976-77	- 62	- 9	- 2	0	- 73	- 3	- 1	+ 6	0	+ 2	- 71
Small Business Administration											
1977	16	3	7	0	26	8	1	7	0	16	42
1976	16	3	7	0	26	7	1	9	0	17	43
Change 1976-77	0	0	0	0	0	+ 1	0	- 2	0	- 1	- 1
Department of Transportation											
1977	164	3	27	2	196	16	0	2	1	19	215
1976	175	4	24	1	204	15	0	2	1	18	222
Change 1976-77	- 11	- 1	+ 3	+ 1	- 8	+ 1	0	0	0	+ 1	- 7
Department of the Treasury											
1977	133	2	35	1	171	47	2	25	0	74	245
1976	137	2	35	1	175	44	2	26	0	72	247
Change 1976-77	- 4	0	0	0	- 4	+ 3	0	- 1	0	- 2	- 2
Veterans Administration											
1977	494	79	337	1	911	532	63	160	6	761	1,672
1976	459	68	294	1	822	499	54	157	3	713	1,535
Change 1976-77	+ 35	+ 11	+ 43	0	+ 89	+ 33	+ 9	+ 3	+ 3	+ 48	+ 137
All Agency Total											
1977	11,143	1,559	11,593	77	24,372	5,825	752	3,001	47	9,625	33,997
1976	11,660	1,571	11,690	78	25,003	5,751	751	2,929	40	9,471	34,474
Change 1976-77	- 516	- 12	- 97	- 1	- 631	+ 74	+ 1	+ 72	+ 7	+ 154	- 477

Table 6.1E(1)
Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan - 1967-68
Kelly Air Force Base

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	2,308	1,669	166	117	1,340	920	3	2	1,509	1,039	799	630
5-8	2,732	1,271	153	76	1,063	371	7	4	1,223	451	1,509	820
9-11	4,467	776	91	28	753	74	14	1	858	103	3,609	673
12-13	1,116	38	7	1	89	0	3	0	99	1	1,017	37
14-15	90	0	1	0	4	0	0	0	5	0	85	0
16-18	1	0	0	0	1	0	0	0	1	0	0	0
Total	10,714	3,754	418	222	3,250	1,365	27	7	3,695	1,594	7,019	2,160

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	193	20	52	13	128	7	2	0	182	20	11	0
4-6	3,317	536	413	66	2,357	411	3	0	2,773	477	544	59
7-9	3,264	209	412	42	2,088	96	6	1	2,506	139	758	70
10-12	4,938	101	219	15	2,806	46	7	0	3,032	61	1,906	40
13-15	52	0	1	0	16	0	0	0	17	0	35	0
Wage Leader	398	4	5	0	180	2	0	0	185	2	213	2
Wage Super.	920	1	53	1	309	0	0	0	362	1	558	0
Total	13,082	871	1,155	137	7,884	562	18	1	9,057	700	4,025	171

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Air Force, Headquarters, San Antonio Air Logistics Center, San Antonio ALC Workforce Summary 1969-1978. Kelly AFB, TX., Computer Printout.

Table 6.12(2)
Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan- 1967-68
Kelly Air Force Base
Percentage Distribution (Vertical)

Pay System	Total		Black		Mexican American		Other [1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	21.5	44.5	39.7	52.7	41.2	67.4	11.1	28.6	40.8	65.2	11.4	29.2
5-8	25.5	33.9	36.6	34.2	32.7	27.2	25.9	57.1	33.1	28.3	21.5	38.0
9-11	41.7	20.6	21.8	12.6	23.2	5.4	51.9	14.3	23.2	6.5	51.4	31.2
12-13	10.4	1.0	1.7	0.5	2.7	0.0	11.1	0.0	2.7	0.1	14.5	1.6
14-15	0.8	0.0	0.2	0.0	0.1	0.0	0.0	0.0	0.1	0.0	1.2	0.0
16-18	-	0.0	0.0	0.0	-	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Pay System	Total		Black		Mexican American		Other [1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	1.5	2.3	4.5	9.5	1.6	1.2	11.1	0.0	2.0	2.9	0.3	0.0
4-6	25.4	61.5	35.8	48.2	29.9	73.1	16.7	0.0	30.6	68.1	13.5	34.5
7-9	25.0	24.0	35.7	30.7	26.5	17.1	33.3	100.0	27.7	19.9	18.8	40.9
10-12	37.7	11.6	19.0	10.9	35.6	8.2	18.9	0.0	33.5	8.7	47.4	23.4
13-15	0.4	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.2	0.0	0.9	0.0
Wage Leader	3.0	0.5	0.4	0.0	2.3	0.4	0.0	0.0	2.0	0.3	5.3	1.2
Wage Super.	7.0	0.1	4.5	0.7	3.9	0.0	0.0	0.0	4.0	0.1	13.8	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Air Force, Headquarters, San Antonio Air Logistics Center, San Antonio ALC Workforce Summary 1969-1978. Kelly AFB, TX., Computer Printout.

Table 6.2E(1)
Distribution of the Workforce By Race,
Ethnicity, Gender and Pay Plan - 1975

Kelly Air Force Base

Pay System	Total		Black		Mexican American		Other [1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	1,607	1,074	146	103	1,062	690	1	1	1,209	794	398	280
5-8	2,564	1,093	166	76	1,324	471	5	1	1,495	548	1,069	545
9-11	3,175	503	99	23	808	82	15	3	922	108	2,253	395
12-13	1,009	45	14	3	168	3	4	1	186	7	823	38
14-15	101	3	0	0	12	0	0	0	12	0	89	3
16-18	2	0	0	0	1	0	0	0	1	0	1	0
Total	8,458	2,718	425	205	3,375	1,246	25	6	3,825	1,457	4,633	1,261

Pay System	Total		Black		Mexican American		Other [1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	67	0	8	0	48	0	0	0	56	0	11	0
4-6	997	97	169	26	735	58	2	0	906	84	91	13
7-9	3,291	273	351	56	2,324	160	4	0	2,679	216	612	57
10-12	4,411	84	204	22	2,860	46	3	0	3,067	68	1,344	16
13-15	70	0	2	0	35	0	1	0	38	0	32	0
Wage Leader	4	0	0	0	1	0	0	0	1	0	3	0
Wage Super.	877	3	46	1	452	0	1	0	499	1	378	2
Total	9,717	457	780	105	6,455	264	11	0	7,246	369	2,471	88

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Air Force, Headquarters, San Antonio Air Logistics Center San Antonio ALC Work Force Summary 1969-1978, Kelly Air Force Base, TX., Civilian Personnel Office, Computer Printout.

Table 6.2E(2)

Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan - 1975

Kelly Air Force Base
Percentage Distribution (Vertical)

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	19.0	39.5	34.4	50.2	31.5	55.4	4.0	16.7	31.6	54.5	8.6	22.2
5-8	30.3	40.2	39.1	37.1	39.2	37.8	20.0	16.7	39.1	37.6	23.1	43.2
9-11	37.5	18.5	23.3	11.2	23.9	6.6	60.0	50.0	24.1	7.4	48.6	31.3
12-13	11.9	1.7	3.2	1.5	5.0	0.2	16.0	16.7	4.9	0.5	17.8	3.0
14-15	1.2	0.1	0.0	0.0	0.4	0.0	0.0	0.0	0.3	0.0	1.9	0.3
16-18	0.02	0.0	0.0	0.0	0.02	0.0	0.0	0.0	0.02	0.0	0.02	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	0.7	0.0	1.0	0.0	0.7	0.0	0.0	0.0	0.8	0.8	0.4	0.0
4-6	10.3	21.2	21.7	24.8	11.4	22.0	18.2	0.0	12.5	22.8	3.7	14.8
7-9	33.9	59.7	45.0	53.3	36.0	60.6	36.4	0.0	37.0	58.5	24.8	64.8
10-12	45.4	18.4	26.2	20.9	44.3	17.4	27.2	0.0	42.3	18.4	54.4	18.2
13-15	0.7	0.0	0.3	0.0	0.5	0.0	9.1	0.0	0.5	0.0	1.3	0.0
Wage Leader	0.04	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.01	0.0	0.1	0.0
Wage Super.	9.0	0.7	5.8	1.0	7.0	0.0	9.1	0.0	6.9	0.3	15.3	2.2
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Air Force, Headquarters, San Antonio Air Logistics Center, San Antonio ALC Work Force Summary 1969-1978, Kelly Air Force Base, TX., Civilian Personnel Office, Computer Printout.

Table 6.3E(1)

Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan - 1978 Kelly Air Force Base

Pay System	Total		Black		Mexican American		Other [1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	1,718	1,257	155	103	1,041	749	3	3	1,199	855	519	402
5-8	2,496	1,057	161	73	1,417	523	8	4	1,586	600	910	457
9-11	2,785	469	108	28	825	93	11	2	944	123	1,841	346
12-13	986	59	15	4	179	5	5	2	199	11	787	48
14-15	103	2	0	0	16	0	1	0	17	0	86	2
16-18	2	0	0	0	1	0	0	0	1	0	1	0
Total	8,090	2,844	439	208	3,479	1,370	28	11	3,946	1,589	4,144	1,255

Pay System	Total		Black		Mexican American		Other [1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	129	2	9	0	104	1	0	0	113	1	16	1
4-6	1,098	91	152	19	807	59	3	0	962	78	136	13
7-9	2,607	210	273	51	1,925	118	1	0	2,199	169	408	41
10-12	3,545	63	163	11	2,366	42	4	0	2,533	53	1,012	10
13-15	62	0	4	0	34	0	1	0	39	0	23	0
Wage Leader	4	0	0	0	2	0	0	0	2	0	2	0
Wage Super.	733	2	37	2	422	0	1	0	460	2	273	0
Total	8,178	368	638	83	5,660	220	10	0	6,308	303	1,870	65

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Air Force, Headquarters, San Antonio Air Logistics Center, San Antonio ALC Work Force Summary 1969-1978, Kelly Air Force Base, Tx., Civilian Personnel Office, Computer Printout.

Table 6.3E(2)
Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan- 1978
Kelly Air Force Base
Percentage Distribution (Vertical)

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	21.2	44.2	35.3	49.5	29.9	54.7	10.7	27.3	30.4	53.8	12.5	32.0
5-8	30.9	37.2	36.7	35.1	40.7	38.2	28.6	36.8	40.2	37.8	22.0	36.4
9-11	34.4	16.5	24.6	13.5	23.7	6.8	39.3	18.2	23.9	7.7	44.4	27.6
12-13	12.2	2.1	3.4	1.9	5.1	0.3	17.9	18.2	5.0	0.7	19.0	3.8
14-15	1.3	0.07	0.0	0.0	0.5	0.0	3.5	0.0	0.4	0.0	2.1	0.2
16-18	0.02	0.0	0.0	0.0	0.02	0.0	0.0	0.0	0.02	0.0	0.02	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	1.6	0.5	1.4	0.0	1.8	0.5	0.0	0.0	1.8	0.3	0.9	1.5
4-6	13.4	24.7	23.8	22.9	14.3	26.8	30.0	0.0	15.2	25.7	7.3	20.0
7-9	31.9	57.1	42.8	61.4	34.0	53.6	10.0	0.0	34.9	55.8	21.8	63.1
10-12	43.3	17.1	25.5	13.3	41.8	19.1	40.0	0.0	40.2	17.5	54.1	15.4
13-15	0.8	0.0	0.6	0.0	0.6	0.0	10.0	0.0	0.6	0.0	1.2	0.0
Wage Leader	0.04	0.0	0.0	0.0	0.03	0.0	0.0	0.0	0.03	0.0	0.1	0.0
Wage Super.	9.0	0.5	5.8	2.4	7.5	0.0	10.0	0.0	7.3	0.7	14.6	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Air Force, Headquarters, San Antonio Air Logistics Center, San Antonio ALC Work Force Summary 1969-1978, Kelly Air Force Base, Tx., Civilian Personnel Office, Computer Printout.

Table 6.4E(1)
Distribution of the Workforce by Race Ethnicity and Pay Plan - 1967/68

Brooks Air Force Base

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER[1]	TOTAL MINORITY	WHITE/ANGLO
GS[2] 1 - 4	212	6	53	0	59	153
5 - 8	242	7	45	0	52	190
9 - 11	178	3	16	2	21	157
12 - 13	69	0	1	0	1	68
14 - 15	27	0	0	0	0	27
16 - 18	1	0	0	0	0	1
TOTAL	729	16	115	2	133	596

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER	TOTAL MINORITY	WHITE/ANGLO
WG[3] -$ 2,999	0	0	0	0	0	0
$ 3,000 - 4,499	5	0	3	0	3	2
4,500 - 5,999	48	13	23	0	35	13
6,000 - 7,999	116	5	47	0	52	64
8,000 - 11,999	21	0	1	0	1	20
Other Pay Syst.[4]	0	0	0	0	0	0
TOTAL	190	18	73	0	91	99

1. Other includes Asian and Native Americans
2. General Schedule (White Collar)
3. Wage Board (Blue Collar)
4. Includes Wage Leader and Wage Supervisory Personnel.

SOURCE: Civil Service Commission, Report of Full-time Federal Civilian Employment by Minority Status as of November 30, 1967. USCSC-1080.

Table 6.4E(2)
Distribution of the Workforce by Race Ethnicity and Pay Plan - 1967/68

Brooks Air Force Base
Percentage Distribution (Vertical).

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER[1]	TOTAL MINORITY	WHITE/ANGLO
GS[2] 1 - 4	29.1	37.5	46.1	0.0	44.4	25.7
5 - 8	33.2	43.8	39.1	0.0	39.1	31.9
9 - 11	24.4	18.7	13.9	100.0	15.8	26.3
12 - 13	9.5	0.0	0.9	0.0	0.7	11.4
14 - 15	3.7	0.0	0.0	0.0	0.0	4.5
16 - 18	0.1	0.0	0.0	0.0	0.0	0.2
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER	TOTAL MINORITY	WHITE/ANGLO
WG[3] -$ 2,999	0.0	0.0	0.0	0.0	0.0	0.0
$ 3,000 - 4,499	2.6	0.0	4.1	0.0	3.3	2.0
4,500 - 5,999	25.3	72.2	30.1	0.0	38.5	13.1
6,000 - 7,999	61.0	27.8	64.4	0.0	57.1	64.7
8,000 - 11,999+	11.1	0.0	1.4	0.0	1.1	20.2
Other Pay Syst.[4]	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. Other includes Asian and Native Americans
2. General Schedule (White Collar)
3. Wage Board (Blue Collar)
4. Includes Wage Leader and Wage Supervisory Personnel.

SOURCE: Civil Service Commission, Report of Full-time Federal Civilian Employment by Minority Status as of November 30, 1967. USCSC-1080.

Table 6.5E(1)

Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan - 1975

Brooks Air Force Base

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	135	108	8	5	35	21	1	1	44	27	91	81
5-8	239	170	5	2	59	35	2	1	66	38	173	132
9-11	173	39	8	1	19	4	1	0	28	5	145	34
12-13	82	4	0	0	5	0	2	0	7	0	75	4
14-15	35	1	0	0	0	0	0	0	0	0	35	1
16-18	2	0	0	0	0	0	0	0	0	0	2	0
Total	666	322	21	8	118	60	6	2	145	70	521	252

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	3	0	0	0	2	0	0	0	2	0	1	0
4-6	45	0	8	0	24	0	0	0	32	0	13	0
7-9	42	0	4	0	21	0	0	0	25	0	17	0
10-12	53	0	1	0	17	0	0	0	16	0	35	0
13-15	5	0	0	0	1	0	0	0	1	0	4	0
Wage Leader	10	0	3	0	2	0	0	0	5	0	5	0
Wage Super.	26	0	3	0	7	0	0	0	10	0	16	0
Total	184	0	19	0	74	0	0	0	93	0	91	0

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Air Force, Headquarters 6570th Air Base Group, EEO-Assessment Report - 1975. Brooks, AFB, Tx.

Table 6.5E(2)

Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan - 1975

Brooks Air Force Base

Percentage Distribution (Vertical)

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	20.3	33.5	38.1	62.5	29.7	35.0	16.7	50.0	30.4	38.6	17.5	32.1
5-8	35.9	52.8	23.8	25.0	50.0	58.3	33.3	50.0	45.5	54.3	33.2	52.4
9-11	26.0	12.1	38.1	12.5	16.1	6.7	16.7	0.0	19.3	7.1	27.8	13.5
12-13	12.3	1.3	0.0	0.0	4.2	0.0	33.3	0.0	4.8	0.0	14.4	1.6
14-15	5.2	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.7	0.4
16-18	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	1.6	0.0	0.0	0.0	2.7	0.0	0.0	0.0	2.1	0.0	1.1	0.0
4-6	24.5	0.0	42.1	0.0	32.4	0.0	0.0	0.0	34.4	0.0	14.3	0.0
7-9	22.8	0.0	21.0	0.0	28.4	0.0	0.0	0.0	26.9	0.0	18.7	0.0
10-12	28.8	0.0	5.3	0.0	23.0	0.0	0.0	0.0	19.3	0.0	38.4	0.0
13-15	2.7	0.0	0.0	0.0	1.3	0.0	0.0	0.0	1.1	0.0	4.4	0.0
Wage Leader	5.4	0.0	15.8	0.0	2.7	0.0	0.0	0.0	5.4	0.0	5.5	0.0
Wage Super.	14.1	0.0	15.8	0.0	9.5	0.0	0.0	0.0	10.8	0.0	17.6	0.9
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Air Force, Headquarters 6570th Air Base Group EEO-Assessment Report - 1975. Brooks AFB, TX.

Table 6.6E(1)

Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan - 1978
Brooks Air Force Base

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	175	131	15	10	48	28	0	0	63	38	112	93
5-8	247	178	6	3	70	42	2	1	78	46	169	132
9-11	176	42	11	2	21	6	1	0	33	8	143	34
12-13	100	4	0	0	7	0	2	0	9	0	91	4
14-15	50	3	0	0	1	0	0	0	1	0	49	3
16-18	2	0	0	0	0	0	0	0	0	0	2	0
Total	750	358	32	15	147	76	5	1	184	92	566	266

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	6	1	2	0	2	1	0	0	4	1	2	0
4-6	45	0	7	0	30	0	0	0	37	0	8	0
7-9	30	0	2	0	19	0	0	0	21	0	9	0
10-12	55	0	1	0	20	0	0	0	21	0	34	0
13-15	5	0	0	0	1	0	0	0	1	0	4	0
Wage Leader	2	0	2	0	0	0	0	0	2	0	0	0
Wage Super.	27	0	3	0	8	0	0	0	11	0	16	0
Total	170	1	17	0	80	1	0	0	97	1	73	0

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Air Force, Headquarters 6570th Air Base Group EEO-Assessment Report - 1978. Brooks AFB, TX.

Table 6.6E(2)

Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan - 1978
Brooks Air Force Base
Percentage Distribution (Vertical)

Pay System	Total		Black		Mexican American		Other [1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	23.3	36.6	46.9	66.7	32.6	36.8	0.0	0.0	34.2	41.3	19.8	35.0
5-8	32.9	49.7	18.7	20.0	47.6	55.3	40.0	100.0	42.4	50.0	29.8	49.6
9-11	23.5	11.8	34.4	13.3	14.3	7.9	20.0	0.0	17.9	8.7	25.3	12.8
12-13	13.3	1.1	0.0	0.0	4.8	0.0	40.0	0.0	4.9	0.0	16.1	1.5
14-15	6.7	0.8	0.0	0.0	0.7	0.0	0.0	0.0	0.6	0.0	8.6	1.1
16-18	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Pay System	Total		Black		Mexican American		Other [1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	3.5	100.0	11.8	0.0	2.5	100.0	0.0	0.0	4.1	100.0	2.7	0.0
4-6	26.5	0.0	41.2	0.0	37.5	0.0	0.0	0.0	38.1	0.0	11.0	0.0
7-9	17.6	0.0	11.8	0.0	23.7	0.0	0.0	0.0	21.7	0.0	12.3	0.0
10-12	32.4	0.0	5.8	0.0	25.0	0.0	0.0	0.0	21.7	0.0	46.6	0.0
13-15	2.9	0.0	0.0	0.0	1.3	0.0	0.0	0.0	1.0	0.0	5.5	0.0
Wage Leader	1.2	0.0	11.8	0.0	0.0	0.0	0.0	0.0	2.1	0.0	0.0	0.0
Wage Super.	15.9	0.0	17.6	0.0	10.0	0.0	0.0	0.0	11.3	0.0	21.9	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Air Force, Headquarters 6570th Air Base Group, EEO-Assessment Report - 1978. Brooks, AFB, TX.

Table 6.7E(1)
Distribution of the Workforce by Race Ethnicity and Pay Plan - 1967/68

Lackland Air Force Base

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER[1]	TOTAL MINORITY	WHITE/ANGLO
GS[2] 1 - 4	838	61	277	2	340	498
5 - 8	513	22	92	1	115	398
9 - 11	265	8	24	0	32	233
12 - 13	71	0	3	1	4	67
14 - 15	9	0	0	0	0	9
16 - 18	0	0	0	0	0	0
TOTAL	1,696	91	396	4	491	1,205

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER	TOTAL MINORITY	WHITE/ANGLO
WG[3] -$ 2,999	0	0	0	0	0	0
$ 3,000 - 4,499	216	37	146	0	183	33
4,500 - 5,999	290	53	164	2	219	71
6,000 - 7,999	510	88	191	1	280	230
8,000 - 11,999	30	0	3	0	3	27
Other Pay Syst.[4]	0	0	0	0	0	0
TOTAL	1,046	178	504	3	685	361

1. Other includes Asian and Native Americans
2. General Schedule (White Collar)
3. Wage Board (Blue Collar)
4. Includes Wage Leader and Wage Supervisory Personnel.

SOURCE: Civil Service Commission, Report of Full-time Federal Civilian Employment by Minority Status as of November 30, 1967. USCSC-1080.

Table 6.7E(2)
Distribution of the Workforce by Race Ethnicity and Pay Plan - 1967/68
Lackland Air Force Base
Percentage Distribution (Vertical)

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER[1]	TOTAL MINORITY	WHITE/ANGLO
GS[2] 1 - 4	49.4	67.0	69.9	50.0	69.3	41.3
5 - 8	30.2	24.2	23.2	25.0	23.4	33.0
9 - 11	15.6	8.8	6.1	0.0	6.5	19.3
12 - 13	4.2	0.0	0.8	25.0	0.8	5.6
14 - 15	0.6	0.0	0.0	0.0	0.0	0.8
16 - 18	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%.

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER	TOTAL MINORITY	WHITE/ANGLO
WG[3] -$ 2,999	0.0	0.0	0.0	0.0	0.0	0.0
$ 3,000 - 4,499	20.6	20.8	29.0	0.0	26.7	9.1
4,500 - 5,999	27.7	29.8	32.5	66.7	32.0	19.7
6,000 - 7,999	48.8	49.4	37.9	33.3	40.9	63.7
8,000 - 11,999+	2.9	0.0	0.6	0.0	0.4	7.5
Other Pay Syst.[4]	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. Other includes Asian and Native Americans
2. General Schedule (White Collar)
3. Wage Board (Blue Collar)
4. Includes Wage Leader and Wage Supervisory Personnel.

SOURCE: Civil Service Commission, Report of Full-time Federal Civilian Employment by Minority Status as of November 30, 1967. USCSC-1080.

Table 6.8E(1)
Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan - 1978
Lackland Air Force Base

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	597	494	51	45	216	160	3	2	270	207	327	287
5-8	679	423	37	26	191	98	2	2	230	126	449	297
9-11	393	152	24	13	61	24	4	2	89	39	304	113
12-13	100	11	4	1	11	0	1	0	16	1	84	10
14-15	12	0	0	0	0	0	0	0	0	0	12	0
16-18	0	0	0	0	0	0	0	0	0	0	0	0
Total	1,781	1,080	116	85	479	282	10	6	605	373	1,176	707

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[1] 1-3	107	30	14	6	75	21	0	0	89	27	18	3
4-6	149	19	15	4	98	11	0	0	113	15	36	4
7-9	194	10	28	6	120	2	2	0	150	8	44	2
10-12	141	0	5	0	55	0	0	0	60	0	81	0
13-15	0	0	0	0	0	0	0	0	0	0	0	0
Wage Leader	44	2	4	0	24	1	0	0	28	1	16	1
Wage Super.	61	3	6	2	29	0	0	0	35	2	26	1
Total	696	64	72	18	401	35	2	0	475	53	221	11

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Air Force, Headquarters Air Force Military Training Center (ATC) - EEO Assessment Report Workforce Census, Lackland, AFB, TX., 1978.

Table 6.8E(2)

Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan - 1978
Lackland Air Force Base
Percentage Distribution (Vertical)

Pay System	Total		Black		Mexican American		Other [1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	33.5	45.7	44.0	52.9	45.1	56.7	30.0	33.3	44.6	55.5	27.8	40.6
5-8	38.1	39.2	31.9	30.6	39.9	34.8	20.0	33.3	38.0	33.8	38.2	42.0
9-11	22.1	14.1	20.7	15.3	12.7	8.5	40.0	33.3	14.7	10.5	25.9	16.0
12-13	5.6	1.0	3.4	1.2	2.3	0.0	10.0	0.0	2.7	0.2	7.1	1.4
14-15	0.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0
16-18	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Pay System	Total		Black		Mexican American		Other [1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	15.4	46.9	19.5	33.3	18.7	60.0	0.0	0.0	18.7	50.9	8.1	27.3
4-6	21.4	29.7	20.8	22.2	24.5	31.4	0.0	0.0	23.8	28.3	16.3	36.2
7-9	27.9	15.6	38.9	33.3	29.9	5.7	100.0	0.0	31.6	15.1	19.9	18.2
10-12	20.2	0.0	6.9	0.0	13.7	0.0	0.0	0.0	12.6	0.0	36.7	0.0
13-15	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Wage Leader	6.3	3.1	5.6	0.0	6.0	2.9	0.0	0.0	5.9	1.9	7.2	9.1
Wage Super.	8.8	4.7	8.3	11.1	7.2	0.0	0.0	0.0	7.4	3.8	11.8	9.1
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Air Force, Headquarters Air Force Military Training Center (ATC) - EEO Assessment Report Workforce Census, Lackland, AFB, TX., 1978.

Table 6.9E(1)
Distribution of the Workforce by Race Ethnicity and Pay Plan - 1967/68
Randolph Air Force Base

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER[1]	TOTAL MINORITY	WHITE/ANGLO
GS[2] 1 - 4	635	35	88	3	126	509
5 - 8	880	26	77	4	107	773
9 - 11	241	1	6	0	7	234
12 - 13	284	0	6	0	6	278
14 - 15	39	0	0	0	0	39
16 - 18	0	0	0	0	0	0
TOTAL	2,079	62	177	7	246	1,833

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER	TOTAL MINORITY	WHITE/ANGLO
WG[3] -$ 2,999	0	0	0	0	0	0
$ 3,000 - 4,499	162	35	100	0	135	27
4,500 - 5,999	222	45	120	0	165	57
6,000 - 7,999	446	31	146	1	178	268
8,000 - 11,999	39	1	2	0	3	36
Other Pay Syst.[4]	0	0	0	0	0	0
TOTAL	869	112	368	1	481	388

1. Other includes Asian and Native Americans
2. General Schedule (White Collar)
3. Wage Board (Blue Collar)
4. Includes Wage Leader and Wage Supervisory Personnel.

SOURCE: Civil Service Commission, Report of Full-time Federal Civilian Employment by Minority Status as of November 30, 1967. USCSC-1080.

Table 6.9E(2)
Distribution of the Workforce by Race Ethnicity and Pay Plan - 1967/68
Randolph Air Force Base
Percentage Distribution (Vertical)

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER[1]	TOTAL MINORITY	WHITE/ANGLO
GS[2] 1 - 4	30.5	56.5	49.7	42.9	51.2	27.8
5 - 8	42.3	41.9	43.5	57.1	43.5	42.1
9 - 11	11.6	1.6	3.4	0.0	2.9	12.8
12 - 13	13.7	0.0	3.4	0.0	2.4	15.2
14 - 15	1.9	0.0	0.0	0.0	0.0	2.1
16 - 18	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER	TOTAL MINORITY	WHITE/ANGLO
WG[3] -$ 2,999	0.0	0.0	0.0	0.0	0.0	0.0
$ 3,000 - 4,499	18.6	31.2	27.2	0.0	28.1	7.0
4,500 - 5,999	25.6	40.2	32.6	0.0	34.3	14.7
6,000 - 7,999	51.3	27.7	39.7	100.0	37.0	69.0
8,000 - 11,999	4.5	0.9	0.5	0.0	0.6	9.3
Other Pay Syst.[4]	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. Other includes Asian and Native Americans
2. General Schedule (White Collar)
3. Wage Board (Blue Collar)
4. Includes Wage Leader and Wage Supervisory Personnel.

SOURCE: Civil Service Commission, Report of Full-time Federal Civilian Employment by Minority Status as of November 30, 1967. USCSC-1080.

Table 6.10E(1)

Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan - 1975
Randolph Air Force Base

Pay System	Total		Black		Mexican American		Other [1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	591	466	36	29	106	80	4	4	146	113	445	353
5-8	686	479	27	21	91	40	5	5	123	66	563	413
9-11	257	56	3	2	30	4	0	0	33	6	224	50
12-13	271	19	2	0	10	0	1	0	13	0	258	19
14-15	41	2	0	0	2	0	1	0	3	0	38	2
16-18	0	0	0	0	0	0	0	0	0	0	0	0
Total	1,846	1,022	68	52	239	124	11	9	318	185	1,528	837

Pay System	Total		Black		Mexican American		Other [1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	4	0	1	0	3	0	0	0	4	0	0	0
4-6	129	8	24	0	79	2	0	0	103	2	26	6
7-9	153	0	12	0	89	0	0	0	101	0	52	0
10-12	177	0	7	0	57	0	1	0	65	0	112	0
13-15	0	0	0	0	0	0	0	0	0	0	0	0
Wage Leader	7	0	2	0	2	0	0	0	4	0	3	0
Wage Super.	94	0	4	0	23	0	0	0	27	0	67	0
Total	564	8	50	0	253	2	1	0	304	2	260	6

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Air Force, 12th Flying Training Wing - EEO Assessment Report - Work Force Census - Randolph AFB, TX., 1975.

Table 6.10E(2)

Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan - 1975

Randolph Air Force Base

Percentage Distribution (Vertical)

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	32.0	45.6	52.9	55.8	44.4	64.5	36.4	44.4	45.9	61.1	29.1	42.2
5-8	37.2	46.9	39.7	40.4	38.1	32.3	45.4	55.6	38.7	35.7	36.8	49.3
9-11	13.9	5.5	4.4	3.8	12.5	3.2	0.0	0.0	10.4	3.2	14.7	6.0
12-13	14.7	1.9	2.9	0.0	4.2	0.0	9.1	0.0	4.1	0.0	16.9	2.3
14-15	2.2	0.2	0.0	0.0	0.8	0.0	9.1	0.0	0.9	0.0	2.5	0.2
16-18	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	0.7	0.0	2.0	0.0	1.2	0.0	0.0	0.0	1.3	0.0	0.0	0.0
4-6	22.9	100.0	48.0	0.0	31.2	100.0	0.0	0.0	33.9	100.0	10.0	100.0
7-9	27.1	0.0	24.0	0.0	35.2	0.0	0.0	0.0	33.2	0.0	20.0	0.0
10-12	31.4	0.0	14.0	0.0	22.5	0.0	100.0	0.0	21.4	0.0	43.1	0.0
13-15	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Wage Leader	1.2	0.0	4.0	0.0	0.8	0.0	0.0	0.0	1.3	0.0	1.1	0.0
Wage Super.	16.7	0.0	8.0	0.0	9.1	0.0	0.0	0.0	8.9	0.0	25.8	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Air Force, 12th Flying Training Wing - EEO-Assessment Report - Work Force Census - Randolph AFB, TX., 1975.

Table 6.11E(1)

Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan - 1978

Randolph Air Force Base

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	521	410	69	20	86	56	3	3	158	79	363	331
5-8	629	465	38	20	80	39	4	4	122	63	507	402
9-11	304	83	6	4	31	7	4	1	41	12	263	71
12-13	340	32	6	0	30	3	1	0	37	3	303	29
14-15	45	1	1	0	2	0	0	0	3	0	42	1
16-18	0	0	0	0	0	0	0	0	0	0	0	0
Total	1,839	991	120	44	229	105	12	8	361	157	1,478	834

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	17	0	2	0	6	0	0	0	8	0	9	0
4-6	99	0	14	0	48	0	0	0	62	0	37	0
7-9	150	0	14	0	78	0	0	0	92	0	58	0
10-12	169	0	10	0	59	0	0	0	69	0	100	0
13-15	6	0	0	0	0	0	0	0	0	0	6	0
Wage Leader[4]	-	-	-	-	-	-	-	-	-	-	-	-
Wage Super.[4]	-	-	-	-	-	-	-	-	-	-	-	-
Total	441	0	40	0	191	0	0	0	231	0	210	0

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).
4. No data available. (-)

SOURCE: Department of the Air Force, Headquarters 12th Flying Training Wing EEO Assessment Report - Work Force Census, Randolph AFB, TX., 1978.

Table 6.11E(2)

Distribution of the Workforce By Race,
Ethnicity, Gender and Pay Plan- 1979
Randolph Air Force Base
Percentage Distribution (Vertical)

Pay System	Total		Black		Mexican American		Other [1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	28.3	41.4	57.5	45.5	37.6	53.3	25.0	37.5	43.8	50.3	24.6	39.7
5-8	34.2	46.9	31.7	45.5	34.9	37.1	33.3	50.0	33.8	40.1	34.3	48.2
9-11	16.5	8.4	5.0	9.0	13.5	6.7	33.3	12.5	11.4	7.7	17.8	8.5
12-13	18.5	3.2	5.0	0.0	13.1	2.9	8.3	0.0	10.2	1.9	20.5	3.5
14-15	2.5	0.1	0.8	0.0	0.9	0.0	0.0	0.0	0.8	0.0	2.8	0.1
16-18	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Pay System	Total		Black		Mexican American		Other [1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	3.9	0.0	5.0	0.0	3.1	0.0	0.0	0.0	3.5	0.0	4.3	0.0
4-6	22.4	0.0	35.0	0.0	25.1	0.0	0.0	0.0	26.8	0.0	17.6	0.0
7-9	34.0	0.0	35.0	0.0	40.9	0.0	0.0	0.0	39.8	0.0	27.6	0.0
10-12	38.3	0.0	25.0	0.0	30.9	0.0	0.0	0.0	29.9	0.0	47.6	0.0
13-15	1.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.9	0.0
Wage Leader [4]	-	-	-	-	-	-	-	-	-	-	-	-
Wage Super. [4]	-	-	-	-	-	-	-	-	-	-	-	-
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).
4. No data available (-).

SOURCE: Department of the Air Force, 12th Flying Training Wing - EEO-Assessment Report - Work Force Census - Randolph AFB, TX., 1978.

Table 6.12E(1)
Distribution of the Workforce by Race Ethnicity and Pay Plan - 1967/68

Fort Sam Houston

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER[1]	TOTAL MINORITY	WHITE/ANGLO
GS[2] 1 - 4	1,033	45	280	0	325	708
5 - 8	692	9	152	0	161	531
9 - 11	445	2	88	0	90	355
12 - 13	146	0	6	0	6	140
14 - 15	8	0	0	0	0	8
16 - 18	0	0	0	0	0	0
TOTAL	2,324	56	526	0	582	1,742

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER	TOTAL MINORITY	WHITE/ANGLO
WG[3] -$ 2,999	0	0	0	0	0	0
$ 3,000 - 4,499	303	77	189	0	266	37
4,500 - 5,999	419	74	246	0	320	99
6,000 - 7,999	430	26	162	0	188	242
8,000 - 11,999	28	0	4	0	4	24
Other Pay Syst.[4]	0	0	0	0	0	0
TOTAL	1,180	177	601	0	778	402

1. Other includes Asian and Native Americans
2. General Schedule (White Collar)
3. Wage Board (Blue Collar)
4. Includes Wage Leader and Wage Supervisory Personnel.

SOURCE: Civil Service Commission, Report of Full-time Federal Civilian Employment by Minority Status as of November 30, 1967. USCSC-1080.

Table 6.12E(2)

Distribution of the Workforce by Race Ethnicity and Pay Plan - 1967/68

Fort Sam Houston
Percentage Distribution (Vertical)

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER[1]	TOTAL MINORITY	WHITE/ANGLO
GS[2] 1 - 4	44.5	80.3	53.2	0.0	55.8	40.6
5 - 8	29.8	16.1	28.9	0.0	27.7	30.5
9 - 11	19.1	3.6	16.7	0.0	15.5	20.4
12 - 13	6.3	0.0	1.2	0.0	1.0	8.0
14 - 15	0.3	0.0	0.0	0.0	0.0	0.5
16 - 18	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

PAY SYSTEM	TOTAL	BLACK	MEXICAN AMERICAN	OTHER	TOTAL MINORITY	WHITE/ANGLO
WG[3] -$ 2,999	0.0	0.0	0.0	0.0	0.0	0.0
$ 3,000 - 4,499	25.7	43.5	31.4	0.0	34.2	9.2
4,500 - 5,999	35.5	41.8	40.9	0.0	41.1	24.6
6,000 - 7,999	36.4	14.7	27.0	0.0	24.2	60.2
8,000 - 11,999	2.4	0.0	0.7	0.0	0.5	6.0
Other Pay Syst.[4]	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. Other includes Asian and Native Americans
2. General Schedule (White Collar)
3. Wage Board (Blue Collar)
4. Includes Wage Leader and Wage Supervisory Personnel.

SOURCE: Civil Service Commission, Report of Full-time Federal Civilian Employment by Minority Status as of November 30, 1967. USCSC-1080.

Table 6.13E(1)

Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan - 1978

Fort Sam Houston

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women[4]	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	410	193	27		158		2		187		223	
5-8	412	232	12		150		2		164		248	
9-11	156	52	3		15		0		18		138	
12-13	35	2	0		3		0		3		32	
14-15	1	0	0		0		0		0		1	
16-18	0	0	0		0		0		0		0	
Total	1,014	479	42		326		4		372		642	

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women[4]	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	76	34	15		49		0		64		12	
4-6	79	2	10		56		0		66		13	
7-9	156	2	22		77		0		99		57	
10-12	23	1	1		8		0		9		14	
13-15	0	0	0		0		0		0		0	
Wage Leader	34	0	2		20		0		22		12	
Wage Super.	50	4	4		24		0		28		22	
Total	418	43	54		234		0		288		130	

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).
4. No data available giving the racial/ethnic distribution of female civilian employees.

SOURCE: Department of the Army, Headquarters Fort Sam Houston, Equal Employment Opportunity Fiscal Year 1979 Plan of Action. Fort Sam Houston, TX., 1978.

Table 6.13E(2)

Distribution of the Workforce By Race, Ethnicity, Gender and Pay Plan - 1978

Fort Sam Houston

Percentage Distribution (Vertical)

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
GS[2] 1-4	40.4	40.3	64.3	-	48.5	-	50.0	-	50.3	-	34.7	-
5-8	40.6	48.4	28.6	-	46.0	-	50.0	-	44.1	-	38.6	-
9-11	15.4	10.9	7.1	-	4.6	-	0.0	-	4.8	-	21.5	-
12-13	3.5	0.4	0.0	-	0.9	-	0.0	-	0.8	-	5.0	-
14-15	0.1	0.0	0.0	-	0.0	-	0.0	-	0.0	-	0.2	-
16-18	0.0	0.0	0.0	-	0.0	-	0.0	-	0.0	-	0.0	-
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Pay System	Total		Black		Mexican American		Other[1]		Total Minority		White/Anglo	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
WG[3] 1-3	18.2	79.1	27.8	-	20.9	-	0.0		22.2	-	9.2	
4-6	18.9	4.6	18.5	-	23.9	-	0.0		22.9	-	10.0	
7-9	37.3	4.6	40.7	-	32.9	-	0.0		34.4	-	43.9	
10-12	5.5	2.3	1.9	-	3.4	-	0.0		3.1	-	10.8	
13-15	0.0	0.0	0.0	-	0.0	-	0.0		0.0	-	0.0	
Wage Leader	8.1	0.0	3.7	-	8.5	-	0.0		7.7	-	9.2	
Wage Super.	12.0	9.3	7.4	-	10.3	-	0.0		9.7	-	16.9	
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1. Other includes Asian and Native Americans.
2. General Schedule (white collar).
3. Wage Grade (blue collar).

SOURCE: Department of the Army, Headquarters Fort Sam Houston, Equal Employment Opportunity Fiscal Year 1979 Plan of Action. Fort Sam Houston, TX., 1978.

Table 7.1F(1)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1973

City Water Board

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	56	52	4	48	1	7	0
Professionals	21	20	1	18	1	2	0
Technicians	51	47	4	33	3	15	0
Sales Workers	0	0	0	0	0	0	0
Office and Clerical	125	34	91	59	12	53	1
Craft Workers (Skilled)	122	122	0	80	4	38	0
Operatives (Semi-skilled)	85	85	0	26	9	50	0
Laborers (Unskilled)	202	202	0	2	19	181	0
Service Workers	8	5	3	0	4	4	0
TOTAL	670	567	103	266	53	350	1

[1] Other includes Asian and Native Americans.

SOURCE: City Water Board, EEO-1 Report, April, 1973.

Table 7.1F(2)

Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1973

City Water Board

Percentage Distribution (Vertical)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	8.4	9.2	3.9	18.0	1.9	2.0	0.0
Professionals	3.1	3.5	1.0	6.8	1.9	0.6	0.0
Technicians	7.6	8.3	3.9	12.4	5.7	4.3	0.0
Sales Workers	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	18.7	6.0	88.3	22.2	22.6	15.1	100.0
Craft Workers (Skilled)	18.2	21.5	0.0	30.1	7.5	10.9	0.0
Operatives (Semi-skilled)	12.7	15.0	0.0	9.8	17.0	14.3	0.0
Laborers (Unskilled)	30.1	35.6	0.0	0.7	35.9	51.7	0.0
Service Workers	1.2	0.9	2.9	0.0	7.5	1.1	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: City Water Board, EEO-1 Report, April, 1973.

Table 7.1F(3)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1973

City Water Board

Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	92.9	7.1	85.7	1.8	12.5	0.0
Professionals	100.0%	95.2	4.8	85.7	4.8	9.5	0.0
Technicians	100.0%	92.2	7.8	64.7	5.9	29.4	0.0
Sales Workers	100.0%	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	100.0%	27.2	72.8	47.2	9.6	42.4	0.8
Craft Workers (Skilled)	100.0%	100.0	0.0	65.6	3.3	31.1	0.0
Operatives (Semi-skilled)	100.0%	100.0	0.0	30.6	10.6	58.8	0.0
Laborers (Unskilled)	100.0%	100.0	0.0	1.0	9.4	89.6	0.0
Service Workers	100.0%	62.5	37.5	0.0	50.0	50.0	0.0
TOTAL	100.0%	84.6	15.4	39.7	7.9	52.2	0.2

[1] Other includes Asian and Native Americans.

SOURCE: City Water Board, EEO-1 Report, April, 1973.

Table 7.1F(4)
Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1973

City Water Board

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	56	52	45	1	6	0	4	3	0	1	0
Professionals	21	20	17	1	2	0	1	1	0	0	0
Technicians	51	47	30	2	15	0	4	3	1	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0
Office and Clerical	125	34	13	6	14	1	91	46	6	39	0
Craft Workers (Skilled)	122	122	80	4	38	0	0	0	0	0	0
Operatives (Semi-skilled)	85	85	26	9	50	0	0	0	0	0	0
Laborers (Unskilled)	202	202	2	19	181	0	0	0	0	0	0
Service Workers	8	5	0	1	4	0	3	0	3	0	0
TOTAL	670	567	213	43	310	1	103	53	10	40	0

[1] Other includes Asian and Native Americans.

SOURCE: City Water Board, EEO-1 Report, April, 1973.

Table 7.1F(5)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1973

City Water Board

Percentage Distribution (Vertical)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	8.4	9.2	21.1	2.3	1.9	0.0	3.9	5.7	0.0	2.5	0.0
Professionals	3.1	3.5	8.0	2.3	0.7	0.0	1.0	1.8	0.0	0.0	0.0
Technicians	7.6	8.3	14.1	4.7	4.8	0.0	3.9	5.7	10.0	0.0	0.0
Sales Workers	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	18.7	6.0	6.1	14.0	4.5	100.0	88.3	86.8	60.0	97.5	0.0
Craft Workers (Skilled)	18.2	21.5	37.6	9.3	12.3	0.0	0.0	0.0	0.0	0.0	0.0
Operatives (Semi-skilled)	12.7	15.0	12.2	20.9	16.1	0.0	0.0	0.0	0.0	0.0	0.0
Laborers (Unskilled)	30.1	35.6	0.9	44.2	58.4	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers	1.2	0.9	0.0	2.3	1.3	0.0	2.9	0.0	30.0	0.0	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: City Water Board, EEO-1 Report, April, 1973.

Table 7.2F(1)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1978
City Water Board

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	69	60	9	57	2	10	0
Professionals	27	23	4	19	1	6	1
Technicians	81	67	14	40	5	35	1
Sales Workers	0	0	0	0	0	0	0
Office and Clerical	128	29	99	54	10	64	0
Craft Workers (Skilled)	136	136	0	77	9	50	0
Operatives (Semi-skilled)	86	83	3	23	7	56	0
Laborers (Unskilled)	205	203	2	28	15	161	1
Service Workers	9	6	3	0	5	4	0
TOTAL	741	607	134	298	54	386	3

[1] Other includes Asian and Native Americans.

SOURCE: City Water Board, City Water Employment Data, May, 1978.

Table 7.2F(2)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1978
City Water Board
Percentage Distribution (Vertical)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	9.3	9.9	6.7	19.1	3.7	2.6	0.0
Professionals	3.6	3.8	3.0	6.4	1.9	1.5	33.3
Technicians	10.9	11.0	10.5	13.4	9.3	9.1	33.3
Sales Workers	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	17.3	4.8	73.9	18.1	18.5	16.6	0.0
Craft Workers (Skilled)	18.4	22.4	0.0	25.8	16.6	13.0	0.0
Operatives (Semi-skilled)	11.6	13.7	2.2	7.7	12.9	14.5	0.0
Laborers (Unskilled)	27.7	33.4	1.5	9.4	27.8	41.7	33.3
Service Workers	1.2	1.0	2.2	0.0	9.3	1.0	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: City Water Board, City Water Employment Data, May, 1978.

Table 7.2F(3)

Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1978

City Water Board
Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	87.0	13.0	82.6	2.9	14.5	0.0
Professionals	100.0%	85.2	14.8	70.4	3.7	22.2	3.7
Technicians	100.0%	82.7	17.3	49.4	6.2	43.2	1.2
Sales Workers	100.0%	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	100.0%	22.7	77.3	42.2	7.8	50.0	0.0
Craft Workers (Skilled)	100.0%	100.0	0.0	56.6	6.6	36.8	0.0
Operatives (Semi-skilled)	100.0%	96.5	3.5	26.8	8.1	65.1	0.0
Laborers (Unskilled)	100.0%	99.0	1.0	13.7	7.3	78.5	0.5
Service Workers	100.0%	66.7	33.3	0.0	55.6	44.4	0.0
TOTAL	100.0%	81.9	18.1	40.2	7.3	52.1	0.4

[1] Other includes Asian and Native Americans.

SOURCE: City Water Board, City Water Employment Data, May 1978.

Table 7.2F(4)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1978

City Water Board

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	69	60	54	1	5	0	9	3	1	5	0
Professionals	27	23	17	0	6	0	4	2	1	0	1
Technicians	81	67	30	4	32	1	14	10	1	3	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0
Office and Clerical	128	29	11	5	13	0	99	43	5	51	0
Craft Workers (Skilled)	136	136	77	9	50	0	0	0	0	0	0
Operatives (Semi-skilled)	86	83	22	6	55	0	3	1	1	1	0
Laborers (Unskilled)	205	203	28	15	159	1	2	0	0	2	0
Service Workers	9	6	0	2	4	0	3	0	3	0	0
TOTAL	741	607	239	42	324	2	134	59	12	62	1

[1] Other includes Asian and Native Americans.

SOURCE: City Water Board - City Water Employment Data, May, 1978.

Table 7.2F(5)

Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1978

City Water Board

Percentage Distribution (Vertical)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	9.3	9.9	22.6	2.4	1.5	0.0	6.7	5.1	8.3	8.1	0.0
Professionals	3.6	3.8	7.1	0.0	1.9	0.0	3.0	3.4	8.3	0.0	100.0
Technicians	10.9	11.0	12.6	9.5	9.9	50.0	10.5	16.9	8.3	4.8	0.0
Sales Workers	0.0	0.0	010	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	17.3	4.8	4.6	11.9	4.0	0.0	73.9	72.9	41.7	82.3	0.0
Craft Workers (Skilled)	18.4	22.4	32.2	21.4	15.4	0.0	0.0	0.0	0.0	0.0	0.0
Operatives (Semi-skilled)	11.6	13.7	9.2	14.3	17.0	0.0	2.2	1.7	8.3	1.6	0.0
Laborers (Unskilled)	27.7	33.4	11.7	35.7	49.1	50.0	1.5	0.0	0.0	3.2	0.0
Service Workers	1.2	1.0	0.0	4.8	1.2	0.0	2.2	0.0	25.0	0.0	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: City Water Board, City Water Employment Data, May, 1978.

Table 7.3F(1)

Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1973

City Public Service Board

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	154	152	2	152	0	2	0
Professionals	186	165	21	153	7	23	3
Technicians	205	202	3	181	4	20	0
Sales Workers	34	34	0	31	0	3	0
Office and Clerical	504	344	160	394	13	96	1
Craft Workers (Skilled)	554	554	0	540	3	11	0
Operatives (Semi-skilled)	710	710	0	263	11	436	0
Laborers (Unskilled)	394	394	0	3	2	389	0
Service Workers	62	42	20	19	4	39	0
TOTAL	2,803	2,597	206	1,736	44	1,019	4

[1] Other includes Asian and Native Americans.

SOURCE: City Public Service Board, EEO-1, April, 1973.

Table 7.3F(2)

Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1973

City Public Service Board

Percentage Distribution (Vertical)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	5.5	5.9	1.0	8.8	0.0	0.2	0.0
Professionals	6.6	6.4	10.2	8.8	15.9	2.2	75.0
Technicians	7.3	7.8	1.4	10.4	9.1	2.0	0.0
Sales Workers	1.2	1.3	0.0	1.8	0.0	0.3	0.0
Office and Clerical	18.0	13.2	77.7	22.7	29.6	9.4	25.0
Craft Workers (Skilled)	19.8	21.3	0.0	31.1	6.8	1.1	0.0
Operatives (Semi-skilled)	25.3	27.3	0.0	15.1	25.0	42.8	0.0
Laborers (Unskilled)	14.1	15.2	0.0	0.2	4.5	38.2	0.0
Service Workers	2.2	1.6	9.7	1.1	9.1	3.8	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: City Public Service Board, EEO-1, April, 1973.

Table 7.3F(3)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1973
City Public Service Board
Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	98.7	1.3	98.7	0.0	1.3	0.0
Professionals	100.0%	88.7	11.3	82.2	3.8	12.4	1.6
Technicians	100.0%	98.5	1.5	88.3	2.0	9.7	0.0
Sales Workers	100.0%	100.0	0.0	91.2	0.0	8.8	0.0
Office and Clerical	100.0%	68.3	31.7	78.2	2.6	19.0	0.2
Craft Workers (Skilled)	100.0%	100.0	0.0	97.5	0.5	2.0	0.0
Operatives (Semi-skilled)	100.0%	100.0	0.0	37.0	1.6	61.4	0.0
Laborers (Unskilled)	100.0%	100.0	0.0	0.8	0.5	98.7	0.0
Service Workers	100.0%	67.7	32.3	30.6	6.5	62.9	0.0
TOTAL	100.0%	92.7	7.3	61.9	1.6	36.4	0.1

[1] Other includes Asian and Native Americans.

SOURCE: City Public Service Board, EEO-1, April, 1973.

Table 7.3F(4)
Distribution of Employees by
Race, Ethnicity, Gender and
Job Category - 1973
City Public Service Board

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	154	152	150	0	2	0	2	2	0	0	0
Professionals	186	165	136	6	20	3	21	17	1	3	0
Technicians	205	202	179	4	19	0	3	2	0	1	0
Sales Workers	34	34	31	0	3	0	0	0	0	0	0
Office and Clerical	504	344	285	7	51	1	160	109	6	45	0
Craft Workers (Skilled)	554	554	540	3	11	0	0	0	0	0	0
Operatives (Semi-skilled)	710	710	263	11	436	0	0	0	0	0	0
Laborers (Unskilled)	394	394	3	2	389	0	0	0	0	0	0
Service Workers	62	42	17	1	24	0	20	2	3	15	0
TOTAL	2,803	2,597	1,604	34	955	4	206	132	10	64	0

[1] Other includes Asian and Native Americans.

SOURCE: City Public Service Board, EEO-1, April, 1973.

Table 7.3F(5)
Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1973
City Public Service Board
Percentage Distribution (Vertical)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	5.5	5.9	9.3	0.0	0.2	0.0	1.0	1.5	0.0	0.0	0.0
Professionals	6.6	6.4	8.5	17.6	2.1	75.0	10.2	12.9	10.0	4.7	0.0
Technicians	7.3	7.8	11.2	11.8	2.0	0.0	1.4	1.5	0.0	1.6	0.0
Sales Workers	1.2	1.3	1.9	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	18.0	13.2	17.8	20.6	5.3	25.0	77.7	82.6	60.0	70.3	0.0
Craft Workers (Skilled)	19.8	21.3	33.7	8.8	1.2	0.0	0.0	0.0	0.0	0.0	0.0
Operatives (Semi-skilled)	25.3	27.3	16.4	32.4	45.7	0.0	0.0	0.0	0.0	0.0	0.0
Laborers (Unskilled)	14.1	15.2	0.2	5.9	40.7	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers	2.2	1.6	1.0	2.9	2.5	0.0	9.7	1.5	30.0	23.4	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: City Public Service Board, EEO-1, April, 1973.

Table 7.4 F(1)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1978

City Public Service Board

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	180	178	2	174	0	6	0
Professionals	166	143	23	139	4	19	4
Technicians	201	193	8	171	4	26	0
Sales Workers	32	32	0	29	0	3	0
Office and Clerical	541	327	214	339	33	168	1
Craft Workers (Skilled)	637	637	0	588	3	46	0
Operatives (Semi-skilled)	692	691	1	250	16	425	1
Laborers (Unskilled)	289	289	0	1	1	287	0
Service Workers	77	61	16	30	5	41	1
TOTAL	2,815	2,551	264	1,721	66	1,021	7

[1] Other includes Asian and Native Americans.

SOURCE: City Public Service Board, EEO-1, April, 1978.

Table 7.4 (3)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1978
City Public Service Board
Percentage Distribution (Horizontal)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	100.0%	98.9	1.1	96.7	0.0	3.3	0.0
Professionals	100.0%	86.1	13.9	83.7	2.4	11.5	2.4
Technicians	100.0%	96.0	4.0	85.1	2.0	12.9	0.0
Sales Workers	100.0%	100.0	0.0	90.6	0.0	9.4	0.0
Office and Clerical	100.0%	60.4	39.6	62.7	6.1	31.0	0.2
Craft Workers (Skilled)	100.0%	100.0	0.0	92.3	0.5	7.2	0.0
Operatives (Semi-skilled)	100.0%	99.9	0.1	36.1	2.3	61.4	0.2
Laborers (Unskilled)	100.0%	100.0	0.0	0.3	0.3	99.4	0.0
Service Workers	100.0%	79.2	20.8	39.0	6.5	53.1	1.3
TOTAL	100.0%	90.6	9.4	61.1	2.3	36.3	0.3

[1] Other includes Asian and Native Americans.

SOURCE: City Public Service Board, EEO-1, April, 1978.

Table 7.4 F(4)

Distribution of Employees by
Race, Ethnicity, Gender and
Job Category - 1978
City Public Service Board

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	180	178	172	0	6	0	2	2	0	0	0
Professionals	166	143	120	3	16	4	23	19	1	3	0
Technicians	201	193	169	4	20	0	8	2	0	6	0
Sales Workers	32	32	29	0	3	0	0	0	0	0	0
Office and Clerical	541	327	227	17	82	1	214	112	16	86	0
Craft Workers (Skilled)	637	637	588	3	46	0	0	0	0	0	0
Operatives (Semi-skilled)	692	691	249	16	425	1	1	1	0	0	0
Laborers (Unskilled)	289	289	1	1	287	0	0	0	0	0	0
Service Workers	77	61	27	2	31	1	16	3	3	10	0
TOTAL	2,815	2,551	1,582	46	916	7	264	139	20	105	0

[1] Other includes Asian and Native Americans.

SOURCE: City Public Service Board, EEO-1, April, 1978.

Table 7.4 F(5)
Distribution of Employees by Race, Ethnicity, Gender and Job Category - 1978
City Public Service Board
Percentage Distribution (Vertical)

JOB CATEGORIES	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	6.4	7.0	10.9	0.0	0.7	0.0	0.7	1.4	0.0	0.0	0.0
Professionals	5.9	5.6	7.6	6.5	1.7	57.1	8.7	13.7	5.0	2.9	0.0
Technicians	7.2	7.6	10.7	8.7	2.2	0.0	3.0	1.4	0.0	5.7	0.0
Sales Workers	1.1	1.3	1.8	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0
Office and Clerical	19.2	12.8	14.3	37.0	9.0	14.3	81.1	80.6	80.0	81.9	0.0
Craft Workers (Skilled)	22.6	24.9	37.2	6.5	5.0	0.0	0.0	0.0	0.0	0.0	0.0
Operatives (Semi-skilled)	24.6	27.1	15.7	34.8	46.4	14.3	0.4	0.7	0.0	0.0	0.0
Laborers (Unskilled)	10.3	11.3	0.1	2.2	31.3	0.0	0.0	0.0	0.0	0.0	0.0
Service Workers	2.7	2.4	1.7	4.3	3.4	14.3	6.1	2.2	15.0	9.5	0.0
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: City Public Service Board, EEO-1, April, 1978.

Table 7.4 F(2)
Distribution of Employees by Race, Ethnicity, Gender, and Job Category - 1978
City Public Service Board
Percentage Distribution (Vertical)

JOB CATEGORIES	Total	Male	Female	White/ Anglo	Black	Mexican American	Other[1]
Officials and Managers	6.4	7.0	0.7	10.1	0.0	0.6	0.0
Professionals	5.9	5.6	8.7	8.1	6.1	1.9	57.1
Technicians	7.2	7.6	3.0	9.9	6.1	2.5	0.0
Sales Workers	1.1	1.3	0.0	1.7	0.0	0.3	0.0
Office and Clerical	19.2	12.8	81.1	19.7	50.0	16.5	14.3
Craft Workers (Skilled)	22.6	24.9	0.0	34.2	4.5	4.5	0.0
Operatives (Semi-skilled)	24.6	27.1	0.4	14.5	24.2	41.6	14.3
Laborers (Unskilled)	10.3	11.3	0.0	0.1	1.5	28.1	0.0
Service Workers	2.7	2.4	6.1	1.7	7.6	4.0	14.3
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian and Native Americans.

SOURCE: City Public Service Board, EEO-1, April, 1978.